

DrugPak Compares Different Types of **Random Testing**

True Random



Advantages

Everyone is eligible for selection each period (weekly, monthly, quarterly, etc.).

Disadvantages

Individuals may be selected multiple times a year.

Weighted Randoms



Advantages

The program will test more individuals over a given period when compared to “True Random” selection process.

Disadvantages

The deterrent factor is not as effective in weighted randoms. Employees know that they are less likely to be tested once they have been selected randomly.

Elimination Pool



Advantages

Every individual in the pool will be tested during the program period, which is usually a year.

Disadvantages

Without eligibility to be tested again once the initial test occurs, there is no deterrent factor when using this process. Individuals know that once they have been selected, they will not be selected until the program begins again.

Periodic Testing



Advantages

More individuals tested, it usually includes everyone at an organization or work group, department, etc.

Disadvantages

There is little deterrent factor because employees know exactly when they will be tested.

Follow-Up Testing

*The scheduling can be randomized.



Advantages

Employees are subject to consistent and repeated testing over time to ensure continual compliance.

Disadvantages

Each employee requires extensive individual oversight.