



# 7 REASONS FOR CANNABIS BREATH TESTING IN THE WORKPLACE

# TABLE OF CONTENTS

- 3** Introduction
- 6** Pre-Employment
- 9** Onboarding
- 12** Pre-Access
- 15** Random
- 18** Post-Incident
- 21** Reasonable Suspicion
- 24** Return-to-Duty
- 27** Conclusion
- 29** About Hound Labs



## INTRODUCTION

### NEW CHALLENGES IN THE ERA OF CANNABIS LEGALIZATION

More than 185 million adults in the U.S. have access to legal cannabis.<sup>1</sup> A 2023 Gallup poll revealed cannabis use is at an all-time high for adults between the ages of 18 to 34.<sup>2</sup> In addition to state-by-state legalization, new laws in states such as California and Washington now establish employment protections for off-duty cannabis use. These laws also regulate methods employers use to test for cannabis, limiting tests that render positive results based on off-duty use. Because traditional methods such as urine and hair tests detect cannabis metabolites that remain present long after use, these tests are no longer viable options for cannabis testing under these emerging state laws.

The complexities of legislation surrounding workplace drug testing, and the shortage of candidates for available jobs, present significant challenges to employers. As more candidates fail to pass traditional, pre-employment drug tests due to past cannabis use, employers are often unable to fill the recruiting funnel with enough qualified applicants to staff their open positions.

Nearly 40 states now have some version of legalized cannabis. While federal classification of the drug is undergoing review, cannabis currently remains a Schedule 1 controlled substance under federal law.<sup>3</sup> This federal classification has prevented much of the research necessary

to identify a quantitative impairment standard for cannabis. Lacking a definitive standard and a test capable of aligning with current cannabis laws, some employers have elected to stop testing job applicants for THC, the principal psychoactive compound in cannabis. Drug testing industry data reflects this shift, revealing a continuing decline in the percentage of drug tests that include cannabis.

*“The challenge is that some of the laws are vague, and some states have different measures of impairment and different definitions of impairment.”*

*- Faye Caldwell, Founding Partner, Caldwell Everson*

Even with fewer employers testing for cannabis, the workplace THC positivity rate across the country has increased. In the Quest Diagnostics Drug Testing Index (DTI) report, marijuana positivity for the construction industry was 3.0% in 2022, representing a nearly 43% increase over the last five years since the report began tracking the positivity rate.<sup>4</sup>

Faced with the struggle to attract and retain qualified staff, few employers can afford to risk turning away qualified candidates or losing valuable employees who choose to use cannabis outside of work.

“Every month I’m down one person due to a positive drug test result.

**The cost to replace an employee is \$10K** when recruitment, onboarding, and training costs are considered.”

– Manufacturing Employer

<sup>1</sup> Census.gov <sup>2</sup> Gallup <sup>3</sup> DEA.gov <sup>4</sup> Quest Diagnostics DTI

# INTRODUCTION

## VALUE OF CANNABIS TESTING

While removing THC from drug testing panels may solve some problems for employers, it can introduce new workplace risks associated with job safety and performance. Removing cannabis testing can translate to an increase in use in the workplace. According to a survey by the National Safety Council,<sup>5</sup> most employers experience an increase in incidents and a decline in performance after discontinuing cannabis



testing. This correlation between cannabis use and workplace incidents creates significant safety and reputational risks for employers.

With an obligation to ensure workplace safety, employers can and should reserve the right to test for cannabis along with alcohol, prescription drugs, and illicit substances that have the potential to impact safety and performance. As cannabis laws change nationwide, organizations need clear and comprehensive drug testing policies that specifically address their position on employee cannabis use outside of work.

Employers may want to specify how testing will be applied when creating and implementing workplace testing policies – whether to all employees or to certain positions based on their roles and responsibilities. An explicit, legally acceptable policy helps to ensure consistency and fairness and eliminate surprises for employees and applicants.

## VALUE OF RECENT USE TESTING

Workplace drug testing programs have long relied on conventional tests using oral fluid, urine, and hair samples to assess the presence of drugs in a donor’s system. Yet these test types render windows of detection that may extend hours, days, weeks, or even months after use.

<sup>5</sup>NHTSA

## On-the-Job Issues Attributed to Workplace Drug Use

**42%**

Errors + Mistakes

**32%**

Workplace Injuries

**31%**

Heavy Equipment Crashes

\*NSC 2021 Survey

## INTRODUCTION

“We’re struggling to keep our employees as other employers in the area are allowing marijuana.”

– Manufacturing Employer

For an employer in the era of cannabis legalization, a test that detects recent use of cannabis is a more relevant measure to determine if an employee’s use complies with company policy. Specifically, testing for and isolating recent use enables companies to retain employees while continuing drug testing programs that may help prevent costly incidents, promote safety, and improve job performance.

Since its inception more than 30 years ago, the workplace drug testing industry has lacked a cannabis testing method capable of distinguishing between past use and recent use. Cannabis breath testing developed by Hound Labs offers this capability, giving employers a test to detect recent use that correlates more closely to the employee’s workday. Isolating recent use gives employers an objective measure to determine on-the-job use, mitigate risk, and protect policy-abiding employees.

### **HOUND® CANNABIS BREATHALYZER**

Independent research has determined that THC – the principal psychoactive compound in cannabis – is measurable in breath for only a few hours after cannabis use.<sup>6</sup> The HOUND® CANNABIS BREATHALYZER is the only cannabis test to limit detection to use that occurs

within a few hours of the test, giving employers a solution to detect and deter use correlating to the workday. The highly automated and ultra-sensitive Hound® solution measures active THC in breath and returns an objective result.

By implementing breath testing technology throughout an employee’s tenure, employers can enforce policies that prohibit use immediately before or while at work but do not penalize cannabis use outside of work as outlined in the employer’s policy. As cannabis legalization changes the landscape of workplace testing, the HOUND® CANNABIS BREATHALYZER provides employers with objective data to make informed decisions supporting safety initiatives while maintaining fair policies for employees.

### **REASONS FOR CANNABIS BREATH TESTING IN THE WORKPLACE**

Workplace drug testing for cannabis continues to be essential in maintaining safety and productivity, deterring use before or during work hours, and mitigating risk – but it should and can be fair for all parties involved.

The HOUND® CANNABIS BREATHALYZER tests for recent cannabis use. Employers may consider leveraging a cannabis breathalyzer as part of a comprehensive testing program and with continuous monitoring to help navigate evolving cannabis laws and lower exposure to risk.

<sup>6</sup>Clinical Chemistry



# PRE-EMPLOYMENT

Pre-employment testing is performed after a conditional offer of employment.  
A negative result is required before an applicant starts working.



## PRE-EMPLOYMENT

### THE CASE FOR TESTING

Pre-employment testing serves as a deterrent to applicants who present a risk of using cannabis during or immediately before work. Recent studies show that removing THC from pre-employment drug screens can lead to increased employee cannabis use and increased risks, including safety and performance issues. By conducting pre-employment testing that includes THC and continuing a regimen of ongoing testing throughout an employee's tenure, employers can establish an effective deterrent to employee drug use.

### THE VALUE OF BREATH

Most employers who conduct pre-employment drug testing use oral fluid, urine, or hair to screen for a panel of drugs that often includes amphetamines, cocaine, opiates, and PCP. Many employers continue to include THC in this panel, but the changing legal landscape is having a notable impact on some employers' ability to attract and retain candidates who can pass a drug test for THC. That's because these conventional sample types may reflect cannabis use from days, weeks, or months prior to the test.

Some states have introduced legislation that limits employers from discriminating against job applicants for off-duty cannabis use, as well as from making hiring decisions based on drug tests that screen for non-

psychoactive metabolites.<sup>7</sup> As a result, an increasing number of employers have dropped THC from their drug testing panels.

Used in conjunction with a pre-employment test and drug panel that excludes THC, a recent use cannabis breath test can help employers avoid eliminating otherwise qualified job applicants, while preparing their companies for legislation that limits testing for cannabis using conventional test types. A negative breath test combined with a negative conventional drug test indicates a job candidate has not used the drugs in question within the associated windows of detection.

Combining testing technologies gives employers the best of both worlds. Using a cannabis breath test limits THC detection to recent use, which helps set a precedent for ongoing testing and help to deter on-the-job use once hired. This recent use test helps expand the applicant pool and presents a safer alternative to eliminating cannabis testing. The best practice for employers is to use the breath test in conjunction with legacy test types that help ensure a candidate's oral fluid, urine, or hair samples are free of drugs for which there is no accepted medical use and a high potential for abuse.

# 53%

of employers that stopped cannabis testing reported increased safety incidents and employee performance issues.

\*NSC 2021 Survey

<sup>7</sup>California Legislative Information



# PRE-EMPLOYMENT

## RETURN ON INVESTMENT

While dual testing bears added upfront costs, the returns on this investment at the start of the employee lifecycle come in various forms.

### REDUCED COSTS OF RECRUITMENT

Broadens the eligible candidate pool.

### SHORTER TIME TO HIRE

Reduces the number of open positions.

### PRECEDENT FOR TESTING

Sets a strong model for ongoing screening.

### REDUCED TURNOVER

Maximizes recruiting, onboarding, and training investments.

### COMPLIANCE WITH LEGISLATION

Measures active THC to reflect workday use.

In a pre-employment setting, employers can leverage cannabis breath testing to isolate recent cannabis use while continuing to use conventional testing panels to detect other illegal drugs. This combination of solutions leverages the best elements of all drug test technologies and sets a precedent for testing as applicants become candidates and candidates become employees.

“We have an antiquated drug testing program, and now we’re stuck in a position where the laws are changing faster than our technology. **We’re looking for a way to continue testing and have a safe work environment.**”

– Manufacturing Employer



# ONBOARDING

Onboarding testing involves screening all new employees within a predefined period after their date of initial employment as outlined in a company's drug testing policy. Employers should consult laws in their state before implementing new testing policies.



# ONBOARDING

## THE CASE FOR TESTING

Onboarding testing represents a shift in workplace drug testing from pre-employment to on-the-job testing. Before cannabis legalization, employers often tested prior to employment to deter people who use cannabis from applying and to prevent them from gaining employment. Employers now realize non-negative results for cannabis from a pre-employment urine or oral fluid screen may no longer indicate recent or illicit use. As laws change, employers need policies to accommodate an employee's choice to use cannabis while still tapping into the proven benefits of testing.

Onboarding testing policies can indicate when to test and whether testing is required for all employees or limited to specific roles and positions. As employees are made aware of a company's policy, onboarding testing can be a fair method to test employees in settings where cannabis use on personal time away from work hours falls outside of the scope of the policy's regulation.

## THE VALUE OF BREATH

The use of cannabis will likely continue to increase as more states join those that have already legalized cannabis and adopted employment protections for cannabis users. Despite this increased legalization, most workplace drug testing policies continue to rely on conventional testing methods developed in the zero-tolerance, pre-legalization era. The

misalignment between new cannabis laws and conventional testing methods leads to confusion among employers, employees, and candidates.

Conventional testing methods are not capable of specifically isolating recent cannabis use and therefore offer less relevant information about whether a candidate's use has the potential to impact job performance or workplace safety. Oral fluid, urine, and hair tests cannot distinguish between use that occurred five minutes before testing from use that occurred five days prior to testing. Relying solely on these results presents the risk of taking adverse action towards a candidate whose cannabis use likely doesn't violate company policy.

A cannabis breathalyzer tests for active THC in the breath, where it remains for just a few hours after use. By setting the expectation for ongoing testing once a candidate is hired, employers can work to establish cultures that deter on-the-job cannabis use throughout an employee's tenure.

## BREATH TESTING BENEFITS:

- Increase workplace safety
- Deter workday cannabis use
- Improve productivity
- Lower recruiting costs
- Observed, paperless collections
- Treat employees fairly



# ONBOARDING

## RETURN ON INVESTMENT

Employers need policies and procedures that align with current cannabis laws. Updating testing methods to isolate recent cannabis use pays off in several ways.

## RISK MITIGATION

Balances company use of drug testing as an important part of its risk mitigation strategy while recognizing many candidates now have access to legal cannabis outside of work.

## SAFETY

Promotes a culture of safety by detecting and deterring recent use at the start of employment.

## EQUITY

Supports equity by giving companies the flexibility to test all employees, not just those in safety-sensitive or entry-level positions.

## RECRUITMENT

Avoids excluding qualified candidates as conventional testing methods may do.

A recent use cannabis breath test can help companies safeguard their operations, maintain safety, and recruit and retain valuable employees.



# PRE-ACCESS

Pre-access testing specifies testing employees for recent cannabis use upon workplace arrival, with a negative result required for site access and to begin work.



## PRE-ACCESS

### THE CASE FOR TESTING

Pre-access testing has historically been leveraged to test employees in safety-sensitive roles prior to entering the job site or even after returning from breaks. In some industries, this type of testing is referred to as “fit-for-duty” testing. However, many companies have expanded their view of safety-sensitive roles to include those tied to cyber, fiscal, and brand security – where an on-the-job mishap could put the company’s data, finances, or reputation at risk. The average total cost of a data breach, for example, is estimated at \$4.24 million according to IBM.<sup>8</sup>

Pre-access testing can directly improve safety and productivity by preventing workplace access among employees identified as having recently used cannabis. For companies working to create secure and healthy work environments, this testing method may help build a culture of safety by deterring cannabis use immediately before or during the workday. A flexible and cost-effective approach, pre-access testing gives employers options to determine which employees to test, when, and where.

### THE VALUE OF BREATH

Designed to accommodate the short cannabis detection window, an ultra-sensitive and automated breath test that measures only recent cannabis use helps employers make an objective, data-driven determination about an employee’s status and mitigate any associated risk.

<sup>8</sup> IBM

Employers who wish to use instant oral fluid or urine testing for other drugs can easily combine cannabis breath testing with existing on-site technologies. This makes pre-access testing attainable and easy to implement for any employer. Breath testing empowers organizations to expand testing from safety-sensitive roles to other positions with access to sensitive information such as company finances, trade secrets, Personally Identifiable Information, and more. Employers should consider updating their policies to determine the appropriate groups to test and the frequency of testing.

# \$4.24M

The estimated average total cost of a data breach

\* IBM



## PRE-ACCESS

### RETURN ON INVESTMENT

Companies are obligated to ensure safe work environments. Pre-access testing can directly improve safety by helping employers detect and deter recent cannabis use. This creates savings in several categories:

#### INCIDENT PREVENTION

Helps deter use and prevent costly safety incidents.

#### COST SAVINGS

Reduces costs associated with corrective measures, lost productivity, lower morale, and absenteeism.

#### COMPETITIVE ADVANTAGE

Creates a safe and healthy work environment to help attract and retain qualified, productive employees.

#### PREVENTION

Allows employers to continue workplace drug testing to detect and deter workplace drug use.

#### EQUITY

Facilitates testing for all roles/positions to promote a culture of fairness.

Breath testing provides a flexible and easy-to-implement method for pre-access testing, helping employers maintain safe work environments and mitigate potential risks before an incident occurs.



# RANDOM

Random testing describes the unscheduled testing of employees using a scientifically valid random selection process based on pre-defined criteria.



# RANDOM

## THE CASE FOR TESTING

Random testing is an often underused but effective method to help deter employee cannabis use immediately before or during the workday. Eliminating THC testing can lead to costly consequences for employers, putting companies at risk for accidents and negligent employment practice claims. In 2021, U.S. employers paid \$58 billion in direct workers' compensation costs for disabling, non-fatal workplace injuries, according to Liberty Mutual's Workplace Safety Index. As an alternative to removing cannabis testing from workplace drug testing programs, a random breath testing program can help employers prevent workplace incidents before they occur.

Random testing balances a company's use of drug testing as an important risk mitigation tool, while recognizing that more and more people can and are using cannabis during their personal time. Regular random testing demonstrates an employer's commitment to creating a safe work environment and offers liability protection should an incident occur. Through testing, employers avoid taking negative action against employees who use cannabis off the job and away from work. When results indicate recent use and a violation of company policy, employers can follow guidance to remediate through stand-down procedures, second chance programs, or other avenues. A random selection process can also boost employee retention by enhancing corporate

culture, and creating a fair, objective testing program free of bias and subjectivity.

## THE VALUE OF BREATH

With the high costs of turnover, employers cannot afford to lose valuable employees who use cannabis in the days, weeks, or months prior to a test. With a random breath test, employers can test for recent use and prevent adverse action toward the increasing number of employees who use cannabis well outside of work hours. A breath test provides an objective result, whether conducted on-site or at a collection site.

The anticipated outcome of a random breath test is a negative result that rules out recent cannabis use. Based on historical trends in workplace drug testing, about 94% of general U.S. workforce urine random tests are negative as employers strive to create safe and healthy work environments.<sup>10</sup> The result will be positive only if an employee has used cannabis recently, indicating a violation of company policy and the potential to impact workplace safety and performance.

# \$58B

The amount U.S. employers paid in 2021 in direct workers' compensation costs for disabling, non-fatal workplace injuries

\*Liberty Mutual's Workplace Safety Index



<sup>10</sup> Quest



# RANDOM

## RETURN ON INVESTMENT

Regular random cannabis testing promotes safety by confirming employee adherence to company policies restricting use before or during the workday and setting an expectation that cannabis use during the workday is not acceptable.

### SAFETY

Helps deter on-the-job cannabis use and promotes a culture of safety while helping prevent costly workplace accidents.

### LIABILITY PROTECTION

Protects employers from liability and negligent employment claims.

### EMPLOYEE RETENTION

Enhances corporate culture and aids retention efforts by creating a fair and equitable testing program free of bias and subjectivity.

Combined with conventional testing methods to detect the use of other drugs, a breath test provides insight into the recent use of cannabis that may have the potential to impact job safety and performance.



# POST-INCIDENT

Post-incident testing involves screening an employee or team involved, or associated with, a workplace incident such as an accident, theft, or damage to property or equipment.



“Over the course of more than a decade, there’s been a **twofold increase in the difference between post-accident and pre-employment test positivity** (26% vs. 59%) and an even larger, more than fourfold increase, between post-accident and random tests in the general workforce.”

– Barry Sample, Ph.D.,  
Senior Science Consultant

## POST-INCIDENT

### THE CASE FOR TESTING

Workplace fatalities, injuries, and illnesses cost employers billions of dollars each year.<sup>11</sup> Even with comprehensive drug testing programs in place, it may be impossible to fully eliminate accidents, injuries, property damage, and safety violations. Recent data reveals a substantially higher positivity rate for post-accident versus pre-employment drug tests, correlating on-the-job drug use to preventable workplace safety incidents.<sup>12</sup> When these incidents occur, employers must establish whether drug use may be a contributing factor.

Post-incident testing helps employers determine whether cannabis is present in the samples provided by those involved in a workplace incident. The result of a drug test will impact the actions an employer may take in response. A non-negative test result may warrant immediate action from the employer, while a negative result could indicate the need for additional testing or training on safety protocols. Employers can also consider options such as a second chance program or conditional employment agreement to help retain an employee following a first non-negative offense.

### THE VALUE OF BREATH

Conventional drug testing methods can lead to inaccurate conclusions in post-incident testing because they cannot isolate recent use. Without this, employers lack the data necessary to determine if

recent use of cannabis may have violated company policy. For this reason, employers should use caution when considering traditional methods alone for post-incident cannabis testing.

Only cannabis breath testing provides a window of detection that specifically isolates recent use within a few hours after consumption. A recent use breath test offers objective data to determine whether use occurred within a timeframe that could have played a role in the incident, helping identify policy violations and protecting those who follow company policies. Testing immediately after an incident provides a more accurate assessment of recent use.



<sup>11</sup>EHS <sup>12</sup>Quest

## POST-INCIDENT

### RETURN ON INVESTMENT

Cannabis breath testing for recent use helps employers determine whether on-the-job use may have contributed to a workplace incident. A cannabis breath test can be used in conjunction with other solutions to test for a range of substances restricted by company policy.

#### DETERRENCE

Deters use that occurs before or during the workday to prevent incidents before they occur.

#### RISK MITIGATION

Isolates recent use to reduce liability risks associated with inaccurate, subjective, or biased conclusions of potential impairment, helping employers avoid litigation and its associated costs.

#### RETENTION

Avoids adverse actions taken against employees for past cannabis use unrelated to a workplace incident.

#### SAFETY

Helps protect policy-abiding employees while enabling corrective actions against on-the-job cannabis use.

Since a post-incident test takes place after a workplace incident has occurred, the company has already incurred the cost of the incident. To reduce incident frequency, companies may want to develop a policy that applies testing throughout the employment continuum as a deterrent to drug use in the workplace.



# REASONABLE SUSPICION

Employee reasonable suspicion testing enables the employer to screen when there is evidence or reasonable cause to suspect drug use.



**“Today I had to fire my best shift manager.** He told me he used marijuana last week but there was an incident, and the test was positive. I still believe that his marijuana use wasn’t the reason for the incident, but I had to follow the policy.”

– Transportation + Warehousing Employer

## REASONABLE SUSPICION

### THE CASE FOR TESTING

In the case of reasonable suspicion, an employer tests an employee displaying concerning observable behaviors such as the inability to complete routine tasks, observed loss of motor skills, or possession of substances or drug use paraphernalia. Testing employees who exhibit signs of drug use goes a long way in creating a safe work environment, as well as protecting employers from accidents and negligent employment practice claims.

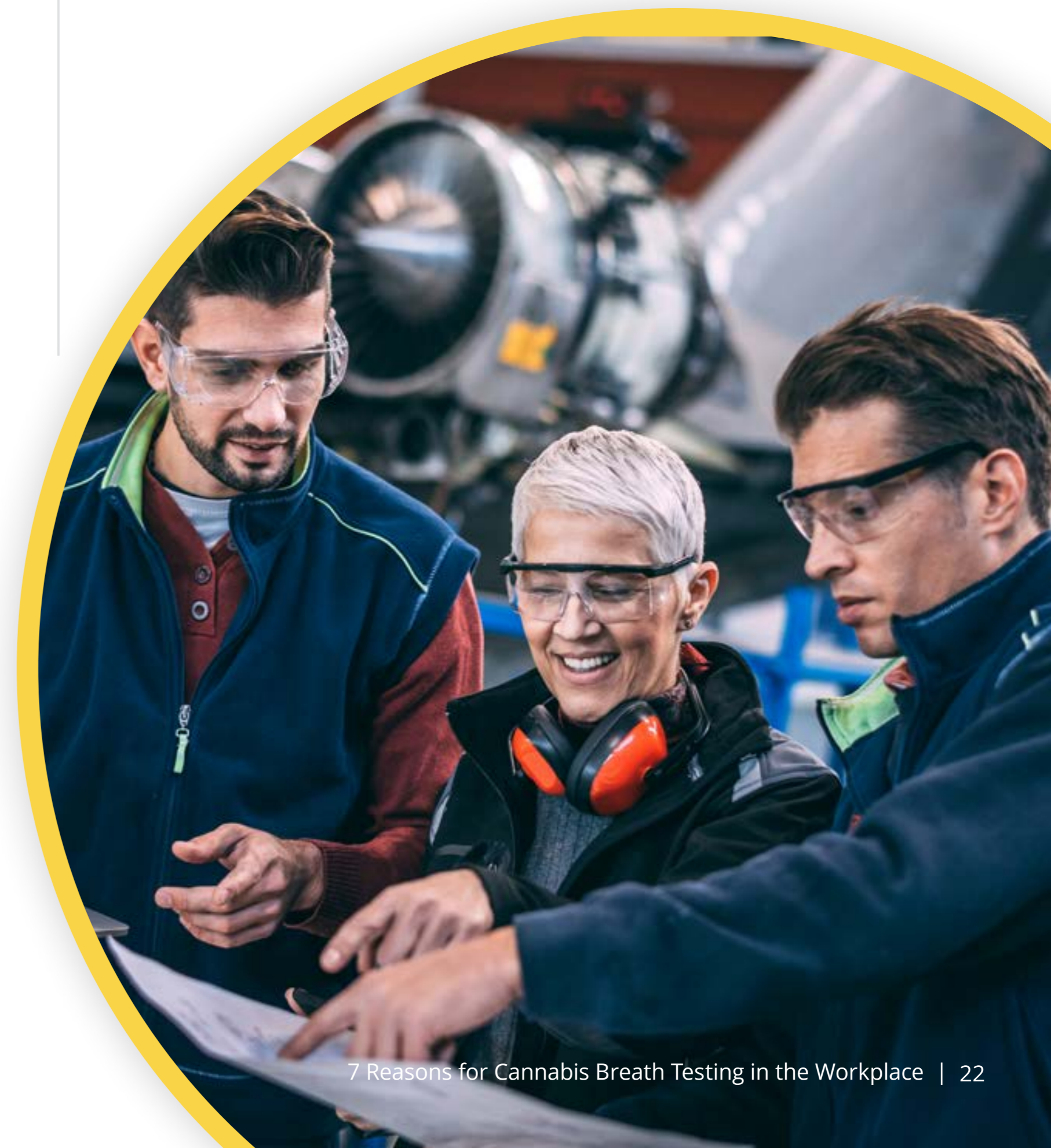
Also known as ‘for cause’ testing, reasonable suspicion testing demonstrates an employer’s commitment to employee safety and health and can be a valuable tool as employers strive to remain sustainable, viable, and profitable in their operations.

### THE VALUE OF BREATH

A breath test isolating recent cannabis can be used to support reasonable suspicion determinations, and a negative result helps rule out cannabis as a contributing factor. With a negative result, an employee may be able to return to work after being cleared of recent cannabis use.

In some circumstances, however, an employer may decide to pursue additional drug testing, medical evaluation, mental health support, or temporary leave. With a non-negative result, employers are advised to follow the steps

outlined in the company’s drug testing policy. A cannabis breath test can be used in conjunction with other testing solutions that detect a range of other substances with the potential to influence employee behavior.



# REASONABLE SUSPICION

## RETURN ON INVESTMENT

Testing for reasonable suspicion is an important method as employers work to establish safe and drug-free workplaces. A cannabis breath test for recent use provides the following benefits.

### OBJECTIVE RESULTS

Supports reasonable suspicion determinations with objective results.

### FAIR TESTING POLICIES

Allows employees to return to work should results indicate no recent use.

### EMPLOYEE SUPPORT

Provides a tool for employers to use in conjunction with additional drug testing, medical evaluation, and mental health support for employees.

With a breath test, employers can objectively determine if an employee has recently used cannabis, either ruling out the drug or confirming it as a potential factor influencing employee behavior.



# RETURN-TO-DUTY

Return-to-duty testing involves screening employees who are returning to work after an extended leave or after a previous positive test that violated the employer's drug policy.







## RETURN-TO-DUTY

### THE CASE FOR TESTING

Return-to-duty testing gives companies an alternative to zero-tolerance policies that involve termination after an employee fails to adhere to company policy. A negative result is required for the employee to return to work.

Return-to-duty testing provides an avenue for companies to consider bringing employees back to the workplace after a drug use violation. This method is sometimes used in conjunction with an Employee Assistance Program (EAP), which employers use to provide support for employees when needed. In the era of cannabis legalization, employers need policies that promote safety, equity, and fairness.

### THE VALUE OF BREATH

Changing cannabis laws necessitate a shift away from blanket cannabis prohibitions toward a renewed focus on deterring recent use that occurs immediately before or during the workday. Some employers are increasingly less concerned with regulating what employees do off-duty and more interested in taking steps to maintain a safe and productive work environment. Cannabis breath testing specifically isolates recent use to deter and detect use immediately before or during work hours.

Employers can implement clear policies that prohibit the possession of cannabis and forbid employees from using cannabis in the workplace or during working hours. Breath testing designed to detect recent cannabis use can promote fairer outcomes and help organizations retain employees who choose to use cannabis outside of work.

# RETURN-TO-DUTY

## RETURN ON INVESTMENT

Return-to-duty testing offers a second chance to employees after a safety or drug use violation. At the same time, it gives employers a fair and objective method to help ensure safety as employees return to work.

### RISK MITIGATION

Promotes safety by testing employees who may present a higher risk for a repeat violation of company drug policy.

### EMPLOYEE SAFETY AND PRIVACY

Isolates recent use to help employers maintain safe and productive work environments while seeking fairer outcomes for employees.

### EMPLOYEE RETENTION

Provides an alternative to zero-tolerance policies that take adverse action after an employee's first offense.

### EMPLOYEE ASSISTANCE

Helps employers provide support for employees when needed.

An alternative to a zero-tolerance policy, return-to-duty breath testing helps companies support and retain employees following a first offense while testing for recent use may dissuade the risk of a repeat violation.





## CONCLUSION

The legalization of cannabis is impacting employers across industries in the areas of hiring challenges, increased costs, safety concerns, and employee fairness. In the era of cannabis legalization, the narrative must shift from a focus on past cannabis use to one more focused on recent use that occurs immediately before or during the workday – potentially impacting job performance and workplace safety.

Cannabis breath testing is the first ultra-sensitive technology of its kind capable of isolating recent use, providing the objective data employers need to enforce policies restricting cannabis use at or before work. Breath tests can be added to existing drug testing methodologies and applied throughout the employment continuum to foster a culture of policy adherence and to deter on-the-job use.

The HOUND® CANNABIS BREATHALYZER allows employers to specifically isolate recent cannabis use, which occurs immediately before or during work. This solution provides employers with a detection and deterrence tool that supports the desired outcomes of a successful, comprehensive, and sustainable drug testing program – while still balancing the use of cannabis outside of work.

As the legal landscape shifts and companies update their workplace drug testing policies, cannabis breath testing is an important tool to support safety-led organizations in moving away from zero-tolerance policies toward those that prioritize safety and promote fairness for both employers and employees.

# VALUE OF BREATH

## **BENEFITS FOR EMPLOYERS**

The HOUND® CANNABIS BREATHALYZER is the only test with a window of detection designed to specifically isolate recent cannabis use. A standardized, automated collection and accurate results give employers objective information for data-driven decisions.

## **DETER WORKDAY CANNABIS USE**

Maintain workplace safety and deter employee use on the job or shortly before coming to work by leveraging the power of a test with the industry's shortest cannabis detection window.

## **DRIVE COST SAVINGS**

Estimates from our savings calculator show that most employers who implement breath testing will derive exponential returns on recruiting, lawsuit prevention, and accident reduction.

## **LEVERAGE A LEADING LABORATORY**

We partner with leading national laboratories to provide accurate, reliable, LC-MS-based breath testing results.

## **EASE WORKFORCE CHALLENGES**

Expand the hiring pool and retain employees with a test that enables employees to make personal choices about using cannabis when it won't impact work performance or safety.

## **IMPROVE WORKPLACE SAFETY**

Testing for cannabis using breath is safer and more cost-effective than removing THC from a testing program. Positive results indicate recent use and potential risk to workplace safety.

## **PROMOTE EMPLOYEE FAIRNESS**

Aid in employee recruitment, acquisition, and retention. Employees want to work where they will be treated fairly and where their lifestyle choices will remain private.





# ABOUT HOUND LABS

Hound Labs, Inc. develops advanced breath testing technologies to address leading public health and safety issues. The Company's flagship product is the HOUND<sup>®</sup> CANNABIS BREATHALYZER, an ultra-sensitive, analytical test that identifies active THC molecules in breath. Breath testing introduces the drug testing industry's shortest cannabis detection window, giving employers a practical and objective solution to detect and deter recent use. By limiting cannabis detection to use occurring immediately before or during the workday, test results empower employers to maintain safe workplaces, improve hiring and retention efforts, and maintain fairness in the workforce. Learn more at [HoundLabs.com](https://HoundLabs.com).

The HOUND<sup>®</sup> CANNABIS BREATHALYZER is intended to detect recent cannabis use. It does not measure whether, or how much, a person is impaired. It is intended solely for use in employment, law enforcement, and insurance settings. It should not be used for any medical or therapeutic purposes, or for any Federal drug testing programs, such as programs run by the Substance Abuse and Mental Health Services Administration (SAMHSA), the Department of Transportation (DOT), and the U.S. military. © Hound Labs, Inc. February 2024. All Rights Reserved.