



Executive Summary

Since 1989, Norton Medical Industries has been a leading drug testing consortium and Third Party Administrator providing comprehensive “turn-key” drug testing programs enabling governmental entities and private companies alike to comply with DOT requirements.

Based in the global epicenter of automobile transportation, Los Angeles, California, Norton Medical has been, for decades, administering the drug testing programs of Los Angeles and Orange County Taxi Administrations, San Bernardino Public Transit, the City of Beverly Hills and the Santa Monica-Malibu School District.

As one of the few entities to continuously facilitate drug testing since the federal government first began requiring it for commercial drivers, Norton Medical has sustained its position on the cutting edge of the industry for decades as it maintains adherence to its founding commitment to make the roads safer and the world a better place. Norton was among the first third-party administrators to deliver results through an internet website – now standard practice industry-wide. Recently, Norton Medical released a mobile app to enable companies and organizations to notify employees of the need to test (i.e. random selection) and direct the employee to a nearby collection site.

Today, Norton serves thousands of clients nationwide and processes an average monthly volume of 1,800 drug tests. Norton Medical can seamlessly provide drug testing services to any federal customers in need – in a simple, straightforward and low-cost manner.

NORTON MEDICAL INDUSTRIES

DRUG TESTING TO COMPLY WITH FEDERAL REGULATIONS
6265 Sepulveda Blvd. Suite 13 • Van Nuys, California 91411
(818) 779-1900 • (800) 243-7669 • FAX (818) 986-7388



Operational Plan

To meet the needs of regulated clients, Norton Medical has developed proprietary software to manage clients' anti-drug and alcohol programs.

Online Demonstration of Norton's Web Interface

<https://www.youtube.com/watch?v=si8Z4H-TZWA>

Via our secure internet site, administrators can review current lists of employees and terminate those who leave the pool. The system archives worker lists from every drug testing period, presenting possible test subjects for any given period.

To ensure our random selection technique is impossible to predict, a computer system generates random numbers for each name in the pool. The number is from 0 to 1 with an infinite number of decimal places. The employees are sorted and those with the lowest numbers are designated for random testing.

Random selections can be viewed and archived on the web.

Administrators can record the exact date and time an employee was sent for a random test. The date and time the employee appeared at a collection site is shown along with the test result, usually the next day. If a worker cannot appear for a scheduled test, administrators can provide a reason for the missed test. An alternate subject for the random test immediately becomes visible on the website, eliminating need to call and wait for an alternate.

A report card feature reviewing the drug/alcohol testing program over the year is also displayed on the web.

Norton Medical employs 15 full-time staff available to assist clients with any daily issues that may arise. Norton's offices are open from 9am to 8pm Eastern Time, Monday through Friday. A duty officer is on call in case of an emergency.

"Full Service" drug testing services is what Norton Medical has been offering governmental agencies and private companies since its inception.

We listen and ensure your program's effectiveness. We can divide employees by division or section for operational efficiency. Supervisors of each pool can send their employees for random testing at the appropriate time. The administrator of the department can review each division quick and easy on the manager review page.

We offer training for both supervisors and employees. We perform live two-hour education presentations teaching how to identify a person who is under the influence of drugs or alcohol, either at your facilities or via a web seminar. These seminars come with a supervisor workbook and quiz as evidence of training. We offer a one-hour presentation for covered employees on the effects of drugs and alcohol on the human body and how your random testing program meets your specific departmental needs. The workshop includes a workbook with quiz. The quiz provides verification of an employee's education.

Personnel

Marshall A. Zablen, M.D.

Medical Director/Medical Review Officer

- Van Nuys High School, Van Nuys, CA 1962
- University of California, Los Angeles, B.A., Zoology, LA, CA 1962-66
- University of Cincinnati College of Medicine, M.D., Cincinnati, OH 1966-70
- Los Angeles County USC Medical Center, Internship, LA, CA 1970-72
- Established HEW sponsored Migrant Health Center, General Practice, Lamont, CA, 1971-72
- Sepulveda VA Hospital, Internal Medicine Residency, Sepulveda, CA, 1972-74
- Certification, American Board of Internal Medicine 1974
- UCLA Center for the Health Sciences, Pathology Residency, Los Angeles, CA, 1974-75
- Harbor General Hospital, Pathology Residency, Torrance, CA, 1975-78
- Harbor General Hospital, Chief Resident, Pathology, Torrance, CA, 1978
- Internal Medicine Practice, Panorama City, CA, 1978-83
- Internal Medicine Practice, Sherman Oaks, CA, 1983-90
- Norton Medical Industries, Medical Director, Van Nuys, CA, 1989 to present

ASSOCIATIONS:

Certified, American Board of Internal Medicine

Certified, American Association of Medical Review Officers

Senior Program Administrator

Paula Rojas

Job Duties:

Human Resources, Client program management

Education:

Bachelors Degree in Business – California State University, Northridge

15 Years Experience in Drug Testing Administration

MRO Assistants

Lital Chekzunger and Yuliya Galaktionova

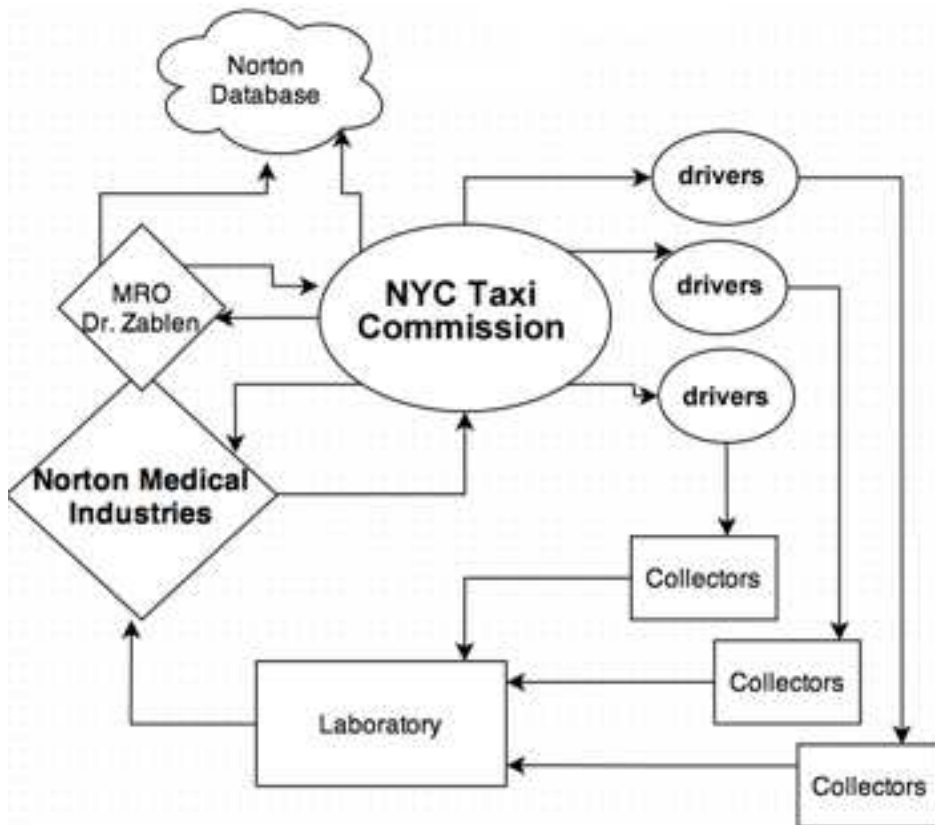
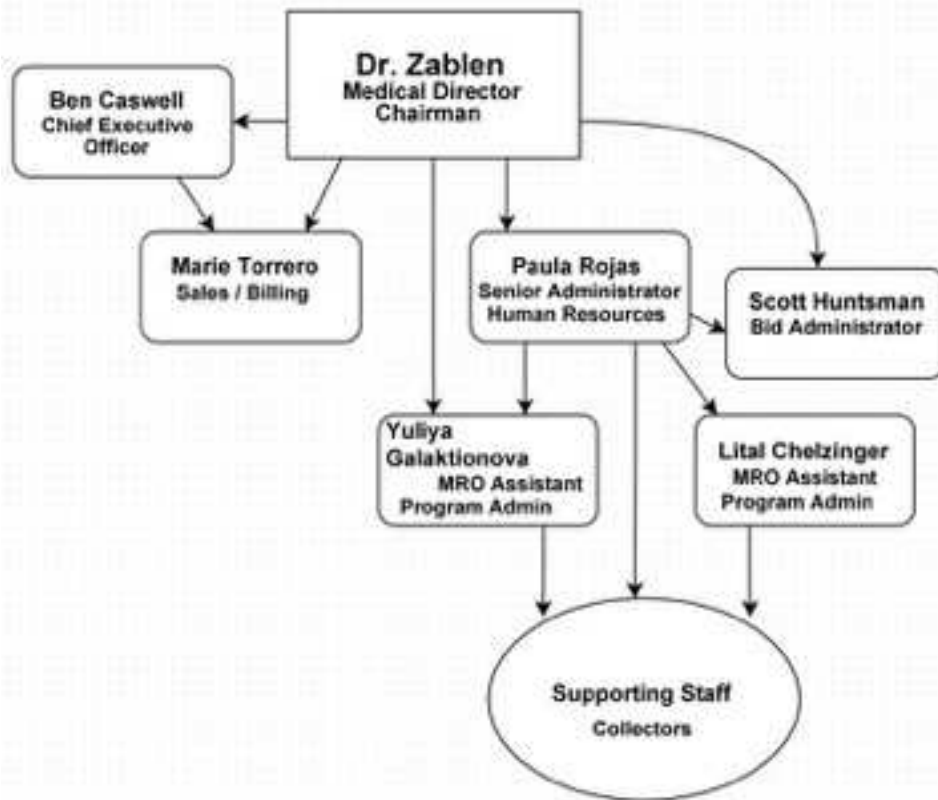
Job Duties:

Lital and Yuliya perform administrative functions. The administrative functions typically include receipt and sorting of test forms, presenting non-negative and fatally flawed files to the MRO for review, and distribution of reports to clients.

Certification:

Certified in the Federal Drug and Alcohol Abatement Program and 49 CFR Part 40 of the Federal Register.

Org Charts



References

After our new clients experience the unparalleled compliance convenience of Norton's system, they tend to stay with us for many, many years. Listed below are a few of Norton's clients that have been working with us for decades:

City Bus System for the City of Bakersfield – 257 employees

Contact: Eileen Brush, ebrush@getbus.org

Telephone Number: 661-869-6311

Client Since: 1996 (19 years)

Golden Empire Transit District became a client of Norton Medical's in 1996.

Golden Empire Transit District is a citywide bus system for the city of Bakersfield, California. Norton Medical Industries provides drug and alcohol testing programs for hundreds of Golden Empire Transit employees. The company requires pre-employment, random, reasonable suspicion, and post accident testing. All collection sites are coordinated based on the company's location. All collection sites provided adhere to federal DOT standards. In addition, all necessary educational materials as required by the agency are provided (i.e., covered worker books, supervisor training, and online access for full program review).

Los Angeles City Department of Transportation – 4000 drivers

Taxicab Regulation Division

Contact Name: Jeannine Brands, jeannine.brands@lacity.org

Contact Number: 213-972-8403

Client Since: 2001 (14 years)

The City of Los Angeles Department approved Norton Medical Industries' Testing program in 2001 and began enrolling and referring taxi companies who had to meet their regulations. The LADOT has approximately 4,000-permitted taxi drivers currently enrolled in Norton Medical's testing program. Norton Medical Industries developed the random drug testing program for the Los Angeles DOT-Taxi Division and further expanded by meeting stricter testing requirements for the cities of Pasadena, West Hollywood, Beverly Hills, Culver City, and Santa Monica. LADOT requires pre-employment, random, annual, reasonable suspicion, and post accident testing. Norton Medical provides all necessary educational materials as required by the agency (i.e., covered worker books, supervisor training, and online access for full program review.)

City of El Paso, Texas Human Resources, Mass Transit – 700+ DOT and Non-DOT employees

Contact: Antimo Carreon, CarreonAD@elpasotexas.gov

Phone: 915-212-0043

Client Since: 2014 (1 year)

Last year, Norton Medical began testing those employed by El Paso's airport, fleet services, Parks & Recreation, Public Service Board (EPWU), Environmental Services and Department of Transportation. All testing complies with relevant regulations from DOT, FTA and FAA.

Orange County Taxi Administration Program – 1,600 drivers

Orange County Transportation Authority (OCTA)

Contact Name: JoAnne Bravo, jbravo@octa.net

Contact Number: 714-560-5029

Client Since: 2003 (12 years)

Orange County Taxi Administration Program (OCTAP) approved Norton Medical Industries' Testing program in 2003 and began enrolling and referring taxi companies who had to meet their regulations. OCTAP has approximately 1,600 licensed taxi drivers currently enrolled in Norton Medical's testing program. Norton Medical industries developed the random drug-testing program of OCTAP and provided all necessary educational materials as required by the agency (i.e., covered worker books, supervisor training, and online access for full program review.) OCTAP required pre-employment, random, annual, reasonable suspicion, and post accident testing. Norton Medical utilizes hundreds of collection sites throughout Southern California to meet their testing needs, including 24-hour sites.

PAST PERFORMANCE EVALUATION FORM

(Check appropriate box)

Offeror: Norton Medical Industries

Performance Elements	Excellent	Good	Acceptable	Poor	Unacceptable
Quality of Services/ Work	X				
Timeliness of Performance	X				
Cost Control	X				
Business Relations	X				
Customer Satisfaction	X				

1. Name & Title of Evaluator: Jeannine Brands
2. Signature of Evaluator: Jeannine Brands
3. Name of Organization: Los Angeles Dept. of Transportation
4. Telephone Number of Evaluator: 213-972-8403
5. State type of service received: drug testing program
6. State Contract Number, Amount and period of Performance _____
multiple accounts Since 2001 - present!
7. Remarks on Excellent Performance: Provide data supporting this observation. Continue on separate sheet if needed)
great service, great price, always on time!
8. Remarks on unacceptable performance: Provide data supporting this observation. (Continue on separate sheet if needed)

ATTACHMENT F
REFERENCE FORM

Reference Organization Information:

Name: GOLDEN EMPIRE TRANSIT DISTRICT

Address: 1830 GOLDEN STATE AVENUE, BAKERSFIELD, CA 93301

Contact Name: CAROL E. SMITH - Executive Assistant/Drug & Alcohol
Program Manager

Telephone No.: (661) 324-9874 X316 E-mail: casmith@xeus.kern.org

Similar Contract Information:

Term of Contract: From 11/1994 (still under contract) To Contract Amount \$ varies from month to month depending on tests.

Description of Services Provided:

Norton Medical Industries serves as our Third Party Administrator
for our Drug and Alcohol Testing Program

Rate Overall Performance:

Exceptional Above Standard Acceptable Needed Improvement

Please circle one and make any applicable comments below.

The District has been very pleased with the overall performance
of Norton Medical Industries.

Rate Responsiveness to Requirements:

Exceptional Above Standard Acceptable Needed Improvement

Please circle one and make any applicable comments below.

Norton Medical Industries has always been very responsive
to the requirements of the Federal Transit Administration.

Rate Company Team/Personnel Experience and Knowledge:

Exceptional Above Standard Acceptable Needed Improvement

Please circle one and make any applicable comments below.

ATTACHMENT F
REFERENCE FORM

Rate the Quality of Services Provided:

Exceptional Above Standard Acceptable Needed Improvement

Please circle one and make any applicable comments below.

I find the personnel at Norton Medical Industries eager to assist me when I have needed their services.

General Comments:

I have enjoyed the working relationship that I have established with the personnel at Norton Medical Industries. I especially like working with Dr. Zablensky and Paula Langton. Anytime that I had a question or needed an answer regarding a test result, they both were available and receptive to answering my questions.

I "highly" recommend Norton Medical Industries.

Signature

Carol E. Smith

Title: Executive Assistant/Drug and Alcohol Program Manager

E-Mail Address: casmith@zeus.kern.org

Certificates

State of New Jersey Business License

STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE		DEPARTMENT OF TREASURY DIVISION OF REVENUE PO BOX 135 TRENTON, NJ 08646-0135
TAXPAYER NAME: NORTON MEDICAL INDUSTRIES CORPORATION	TRADE NAME:	
ADDRESS: 6285 SEPULVEDA BLVD STE 13 VAN NUYS CA 91411	SEQUENCE NUMBER: 1800583	
EFFECTIVE DATE: 09/11/14	ISSUANCE DATE: 09/30/14	
	 Director New Jersey Division of Revenue	
FORM BRC (04-09) D2058-007	This Certificate is NOT negotiable in New Jersey. It must be continuously displayed at above address.	

Small Woman-Owned Business



Laboratory SAMHSA Certification



Laboratory CLIA Accreditation



981 24942_070118

If you currently hold a Certificate of Compliance or Certificate of Accreditation, below is a list of the laboratory specialties/subspecialties you are certified to perform and their effective dates:

LAB CERTIFICATION (CODE)	EFFECTIVE DATE	LAB CERTIFICATION (CODE)	EFFECTIVE DATE
BACTERIOLOGY (110)	08/13/2008	HISTOPATHOLOGY (810)	08/13/2008
MYCOLOGY (120)	08/13/2008	ORAL PATHOLOGY (820)	08/13/2008
PARASITOLOGY (130)	08/13/2008	CYTOLOGY (830)	08/13/2008
VIROLOGY (140)	08/13/2008		
SYPHILIS SEROLOGY (210)	08/03/1999		
GENERAL IMMUNOLOGY (220)	10/13/2000		
ROUTINE CHEMISTRY (310)	08/03/1999		
URINALYSIS (320)	08/03/1999		
ENDOCRINOLOGY (330)	08/03/1999		
TOXICOLOGY (340)	04/13/2003		
HEMATOLOGY (400)	08/03/1999		
ABO & RH GROUP (510)	08/23/2013		
ANTIBODY-NON-TRANSFUSION (530)	08/23/2013		

BAT Certification



CERTIFICATE

This is to certify that

MARSHALL ZABLEN

Has successfully completed Level C training, which includes a review of the Quality Assurance Plan and demonstrated proficiency in conducting accuracy checks and the operation of the Alcotest 6810 and is certified to train employees of:

NORTON MEDICAL

The course curriculum was approved by Draeger Safety Diagnostics, Inc. the manufacturer of the Alcotest 6810 and complies with the manufacturer's standards for operation of the device.

Trained on 7/17/13

Expires on 7/17/16


Instructor: Sharon Roach

Dräger. Technology for Life®

Medical Review Officer Certification

MROCC
Medical Review Officer Certification Council
Certifies that

MARSHALL ZABLEN, M.D.

has successfully met all eligibility and examination criteria
and is hereby designated a
Certified Medical Review Officer



Certificate No.
12-09520

Effective this 14th day of MARCH 20 12
Expires on 14th day of MARCH 20 17

Elizabeth Greuch MD
Chairman, Board of Directors

Benjamin Gerson MD
Secretary, Board of Directors