



# S3 Conference

Screening ❖ Safety ❖ Strategy

*Hosted by DISA Global Solutions*

- ## DOT Insider Roundtable:

What's Next in FMCSA Rulings, New Mandates,  
and Screening Regulations

## Opioid Epidemic:

- ❖ Challenges persist
- ❖ Positive rates still at a high level
  - Fentanyl traditionally not tested in most common test panels
- ❖ DOT has approved the measure
  - Timing?
- ❖ How should DOT employers prepare for this update?
- ❖ ATA's position on this addition?



## Employers must do everything they can to entice talent in this challenging market:

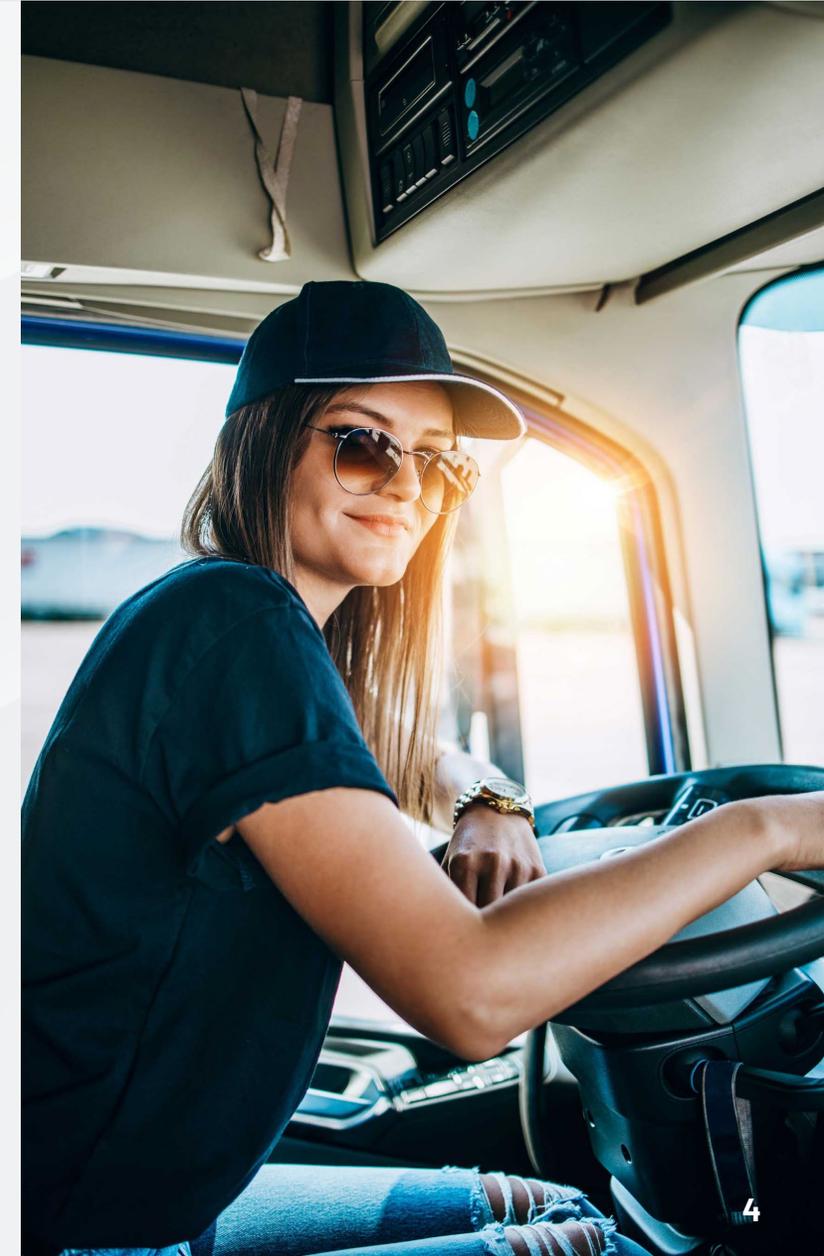
- ❖ Evolve/Adapt
- ❖ Technology
  - AI capabilities that are easy to use...
- ❖ Process Optimization
- ❖ How will/does non-domicile, and English proficiency, play a factor in hiring?
- ❖ Screening Program:
  - Fast v. Cost Effective
    - Quality hires





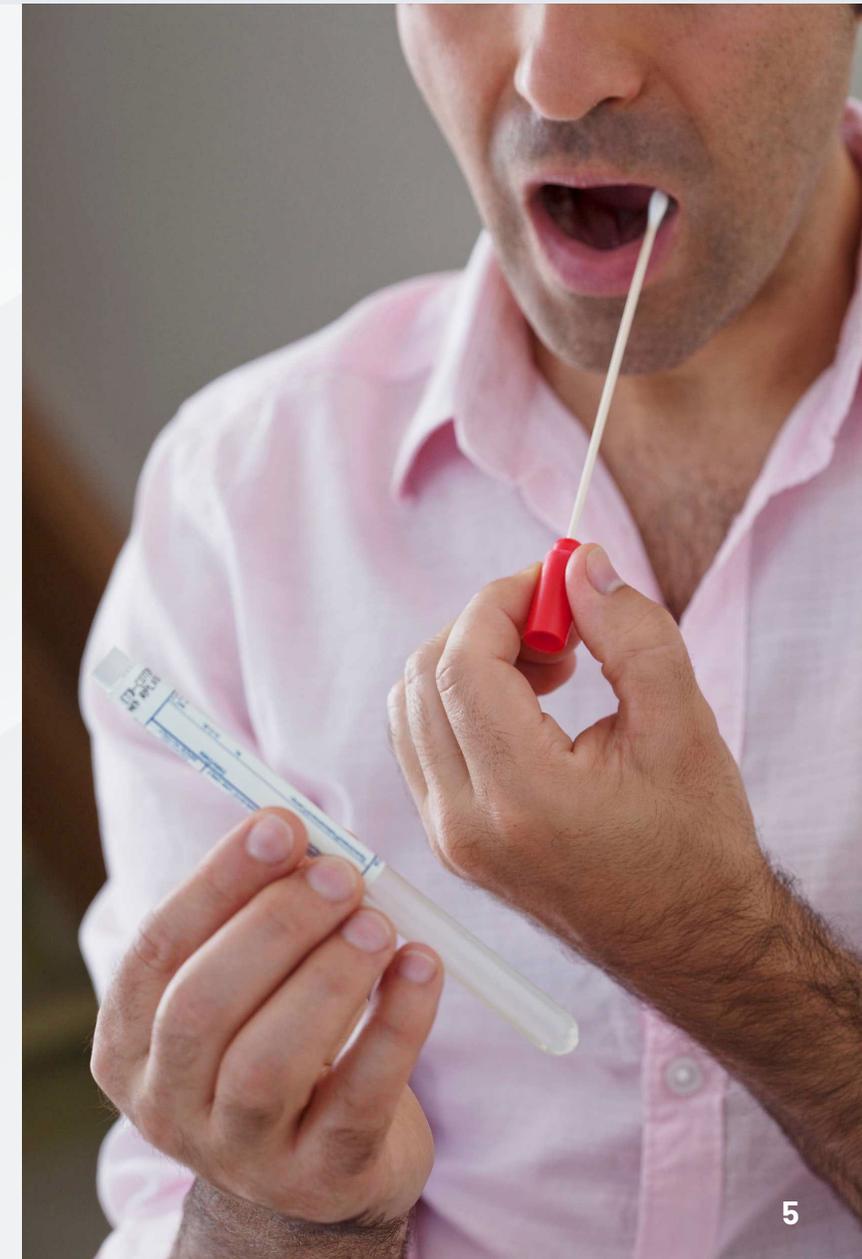
## The workforce is evolving and new candidates are entering in droves; however, today's candidates have different priorities:

- ❖ Work/life balance is priority one!
- ❖ Benefits Packages:
  - Not your normal healthcare and PTO...
- ❖ Types of Communication
  - There are many methods, be accustomed to them all, as necessary.
- ❖ AI Screening Tools
  - Where can they provide benefit to your recruiting efforts?



## Where do we stand after the ruling was passed down as an acceptable testing methodology?

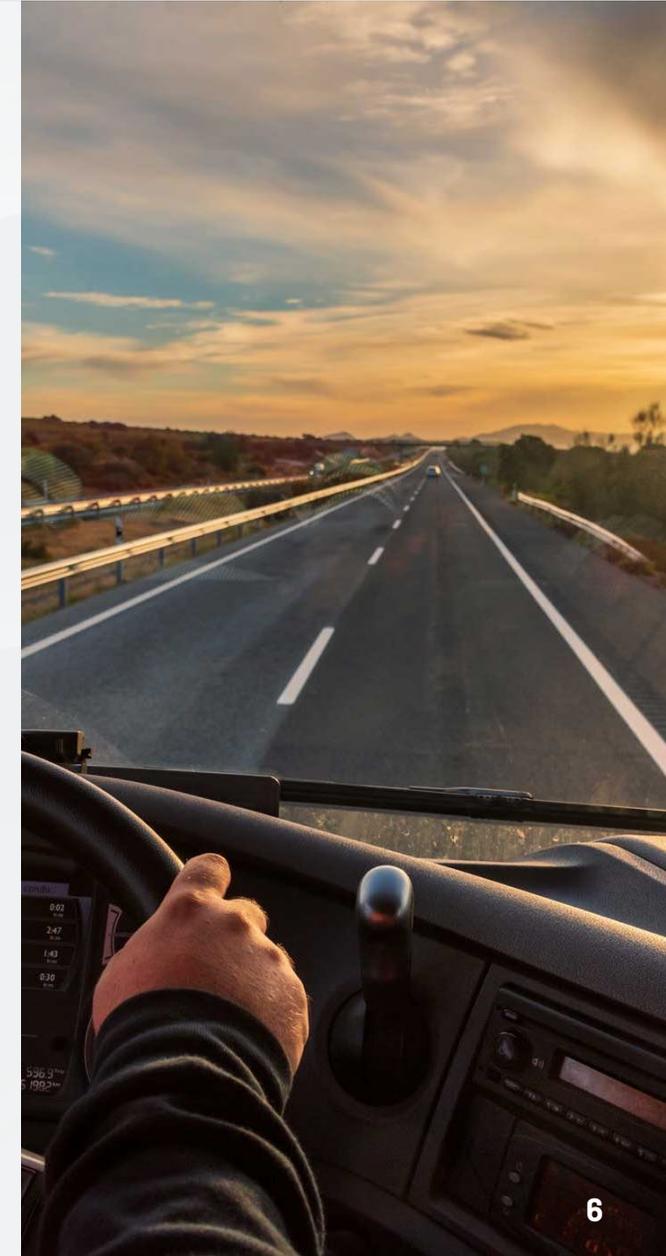
- ❖ Is 2026 the year?
- ❖ What hurdles persist?
- ❖ Does hair testing have any place in the DOT testing future?





## Recession has been defined since mid-2025, but the effects have been felt much longer:

- ❖ Tariffs
  - Causing levels to remain lower
- ❖ How do carriers need to prepare in the market currently, and when the recession ends?
  - Wage increases are imminent, if not already being felt; how will that effect hiring?
  - How do employers prepare for recruiting demand increases?



## One of the hottest topics in DOT currently:

- ❖ What happened?
- ❖ How does it affect DOT covered employees today and into the future?
- ❖ Where do we stand with the Safety Sensitive carve out?
- ❖ Updates in the area of impairment?





**THANKS!**

Any questions?

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