



S3 Conference

Screening ❖ Safety ❖ Strategy

Hosted by DISA Global Solutions

An Overview of DISA's Products & Services



HELLO!

I'm Gary Wiese

Chief Revenue Officer
DISA Global Solutions, Inc.



S3 Conference

Screening ❖ Safety ❖ Strategy

Hosted by DISA Global Solutions

● How we got here

40 years of Expertise & Excellence

Trusted Expertise, Proven Excellence

Since 1986, DISA has helped clients make confident decisions by providing proven expertise and deep industry knowledge through our relentless focus on quality.

We lead the industry by delivering trusted screening and compliance solutions that protect workplaces and strengthen hiring outcomes.

With DISA, You Get:

- ❖ Four decades of expertise you can count on
- ❖ Industry-leading compliance and screening capabilities
- ❖ Proven results, backed by a team built for scale and trust

**2026 is DISA's
40th anniversary!**



Industry-Leading Contractor Management Solutions

The **DISA Contractors Consortium (DCC)** was built to manage workplace safety requirements across owners, operators, safety councils, and regulators.

With **13,000+ participating contractor companies** and **420+ facilities and upstream sites**, the DCC is one of the largest contractor compliance programs in the USA.

Program Benefits

- ❖ Real-Time Access to Employee Status (**Active/Inactive**)
- ❖ Company & Employee-Level Tracking & Reporting
- ❖ Eliminates Access of Non-Compliant Employees
- ❖ Reduced Pre-Employment and Pre-Access Testing
- ❖ Compliance with Individual Owner Requirements
- ❖ Increased Worksite Safety & Security
- ❖ Reduced Workers' Compensation Costs
- ❖ Prevents Job-Hopping

Annual Savings to Contractors:

220k Annual Tests Avoided
by Verification

\$23.5M Annual Savings from
Reduced Testing



Technology Plus Expertise

- ❖ Fast, accurate employee data for safety-sensitive hiring decisions
- ❖ Drug and alcohol testing with multiple methodologies and full chain of custody
- ❖ Background screening with applicant entry, grading/evaluation, and renewal notices
- ❖ Occupational health screening solutions



18% Growth
(Industry-Leading)



17+ Million
Background Searches



4+ Million
Drug Tests



1,450 Employees
Around the World



30% of Fortune 500
Companies Use DISA



5.6 Year Average
Client Tenure

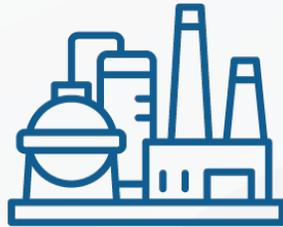


97%+ Client
Retention Rate



55,000 Active
Clients

Industries Served (2021)



**Diversified
Industrials**



**DOT &
Transportation**

Industries Served (2026)



**Diversified
Industrials**



**Healthcare &
Lifesciences**



Franchises



Staffing



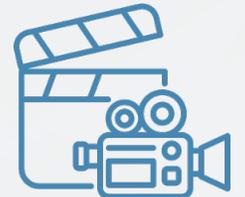
**DOT &
Transportation**



Retail



**Financial
Services**



**Entertainment,
Media & Sports**

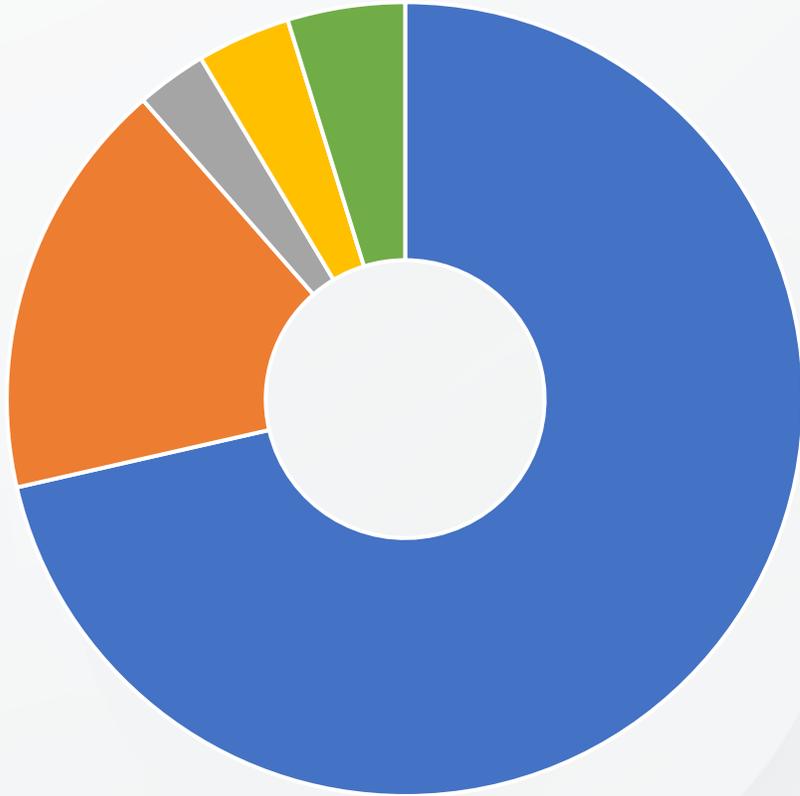


Hospitality

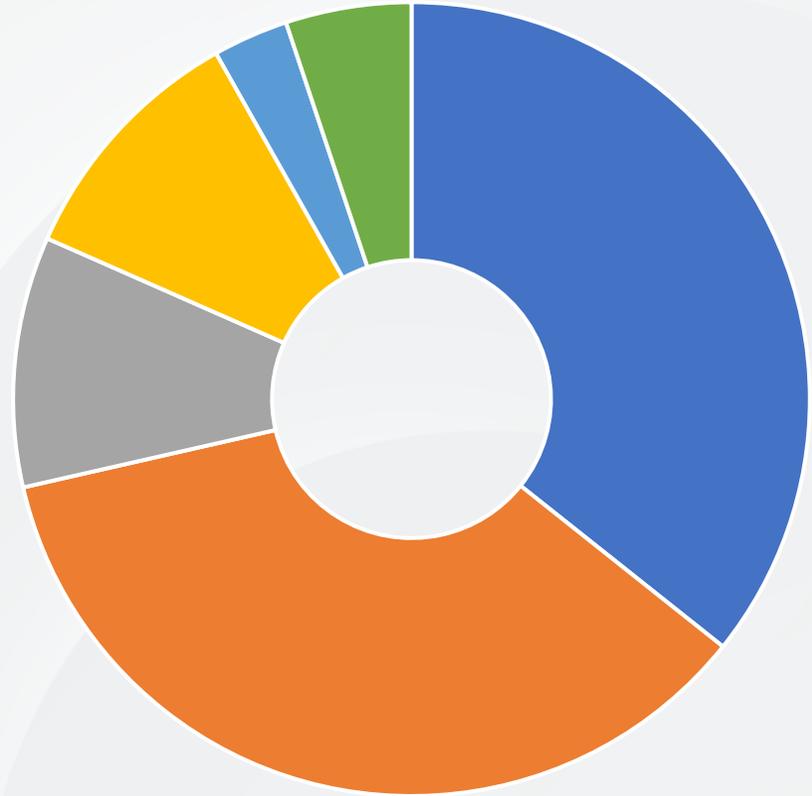


**High Volume
Hiring**

DISA Product Mix (2019)



DISA Product Mix (2026)



■ Drug Testing ■ Background Screening ■ Health Services ■ Verifications ■ Monitoring ■ Other



**SOC 2
TYPE II
CERTIFIED**

New in 2026!



Sharing Compliance Education with Clients

- ❖ DISA Annual Conference
- ❖ 16+ Webinars Annually *Earn CEUs from SHRM/HRCI*
- ❖ Monthly Newsletter
- ❖ Daily News Updates
- ❖ Client Alerts



The DISA Difference

- » **Combine Complex Processes with a Single Provider**
- » **Safety-Sensitive Positions**
 - » **Configurable Solutions**
- » **Pre- and Post-Hire Solutions**
- » **Unparalleled Client Support**

All-Inclusive Pre- & Post-Hire Service Offering

Health Services ❖ Drug & Alcohol Testing
Background Screening ❖ Compliance Management

Our Commitment to Clients

Our Technology

- ❖ Integrated onboarding and configurable platform
- ❖ **Single-Source Solution**
Industry-leading health services, drug testing, and background screening offerings
- ❖ Complimentary products and services to manage various compliance requirements

Our People

- ❖ Unrelenting Focus on Client Success
- ❖ Relationship Building (**TRUST**)
- ❖ Compliance Expertise
- ❖ Quick Response Times
- ❖ Dedicated Account Managers
- ❖ Proactive Engagement and Solutioning (**LISTEN**)
- ❖ Dedicated to Continuous Improvement and Innovation (**VALUE CREATION**)

Our Partnerships

- ❖ CRL/FormFox, Quest, Psychemedics, Abbott, Sap Referral Services
- ❖ Workday, HR WorkCycles, ExponentHR, Symplr
- ❖ Tenstreet, SambaSafety
- ❖ Veriforce, Equifax, FAMA, Independently
- ❖ ThreeLink Solutions, ClientBridge, TopBloc
- ❖ **And many more!**



Designated Account Managers



Industry-Leading Response Times & SLAs



End-to-End Client Support



97% Retention



Top-Ranked Client Satisfaction for Enterprise Providers





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● Common Challenges

... and how DISA helps clients solve them!

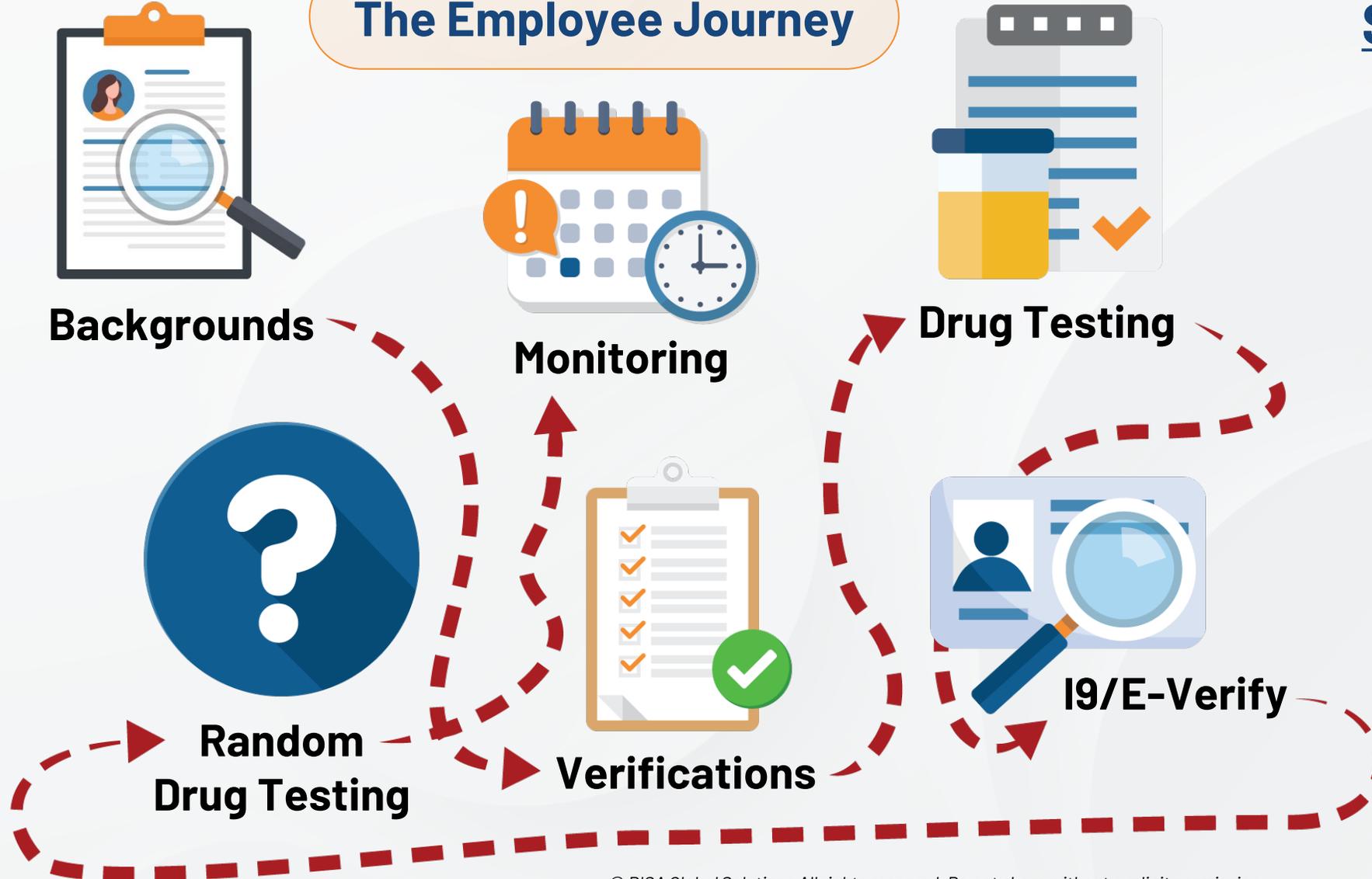
The background of the entire image is a photograph of a man with dark hair and a beard, wearing a dark grey button-down shirt and a dark tie. He has a stressed or frustrated expression, with his hands pressed against his forehead. The background is a blurred office environment with shelves and lights.

“2 in 5 HR managers spend at least 3 hours collecting applicant/employee information manually.”

- CareerBuilder HR Survey

Current Processes are Complex with Multiple Touchpoints

The Employee Journey



Specific Issues

- ❖ Applicant Events
- ❖ Redundant Data Entry
- ❖ Multiple Logins
- ❖ Admins/Users
- ❖ Platform Training
- ❖ Invoices
- ❖ Clinic Selection and Management

Navigating Compliance Can Be Complex and Lengthy



Frequent Hurdles: Multiple Systems, Processes Not Working Together, Data Re-entry, No/Low FCRA Compliance, High Administrative Burden, Unconnected Dots



Companies want an easy button they can hit once and simplify processes.

Job Posting

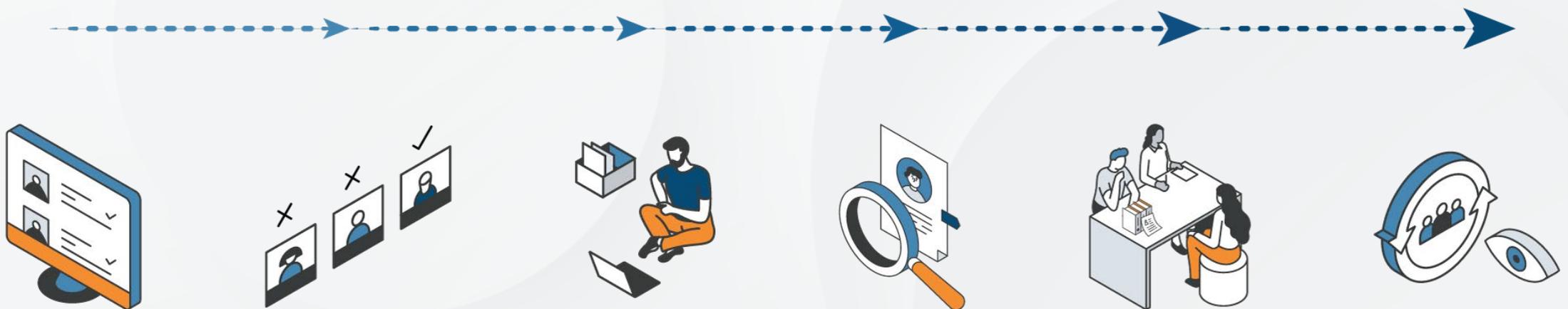
Interviewing

Data Entry

Screening

Onboarding

Monitoring



- » Pre- and Post-Hire
- » A Unified Process
- » HRIS Integrations

A single-source solution configured to your needs!





“2025 saw 7,624 FCRA lawsuits between January and November. This represents a 37% increase from the same timeframe in 2024.”

- WebRecon





Common Problem – Non-Compliant Checks and Legal Issues



Kiplinger

HOME RETIREMENT INVESTING TAXES PERSONAL FINANCE LIFE ADVISER INTEL MORE NEWSLETTERS SUBSCRIPTIONS

HOME / PERSONAL FINANCE / BANKING / SAVINGS

Capital One \$425M Class Action Settlement

Capital One agreed to a \$425 million settlement over its 360 Savings account interest rates. Here's what you need to know.

BY RACHAEL GREEN LAST UPDATED AUGUST 4, 2025 IN NEWS

Capital One agreed to pay a total of \$425 million to customers who filed a class action lawsuit against the bank in 2024, according to a [notice](#) filed in the U.S. federal court in Alexandria, Virginia in May. The settlement is still awaiting the judge's approval before payments can be sent out.

While there has been a ton of attention on the [Capital One Discover merger](#), the major bank has also been fighting a class action lawsuit regarding its savings account since last year. The lawsuit claims that Capital One pulled a bait and switch on savings account customers.

It advertised the 360 Savings account as its high interest savings account and later froze rates on that account at 0.3% while rates on its newer, similarly-named 360 Performance Savings account soared to a peak of 4.3% when the Federal Reserve began rapidly increasing interest rates.

As a result, the lawsuit alleges, Capital One avoided paying over \$2 billion in interest to its customers between 2019 and 2025. As part of the agreement, Capital One denies any wrongdoing. Here's what we know so far.

PepsiCo Subsidiary Reaches \$1.2M Job Applicant Class Action Settlement

Anne Bucher | [FOLLOW ARTICLE](#)

Category: Labor & Employment

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According to court documents filed Wednesday in New York federal court, PepsiCo subsidiary Bottling Group LLC has agreed to pay \$1.2 million to settle a class action lawsuit accusing the company of violating the Fair Credit Reporting Act.

Plaintiff Altareek Grice [filed the Pepsi class action lawsuit in June 2017](#) alleging he was not properly notified during the employee application process that he would be subjected to a consumer report.

O'Reilly Auto Parts FCRA background check \$950K class action settlement

Top Class Actions | February 23, 2023 [FOLLOW ARTICLE](#)

Category: Closed Class Actions



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In Newswire Published on February 22, 2023

Ace Hardware Corporation Hit with Class Action Over Alleged Use of Background Checks to Make 'Adverse' Employment Decisions

by Kelly Mehorter Last Updated on March 22, 2023

> SHARE View Comments

New to ClassAction.org? Read our Newswire Disclaimer

A proposed class action claims Ace Hardware Corporation has failed to provide prospective employees with a copy of their background check and a summary of their rights before making adverse employment decisions based on the contents of the screening.

Want to stay in the loop on class actions that matter to you? Sign up for ClassAction.org's free weekly newsletter [here](#).

The nine-page case alleges the hardware store has systematically violated the Fair Credit Reporting Act (FCRA) by using consumer reports as part of its background checks to deny employment opportunities without first providing certain disclosures to the job applicant.

Criminal Background Check Litigation on the Rise: What Employers Need to Know

HOME / NEWS BLOG / NEWS / CRIMINAL BACKGROUND CHECK LITIGATION ON THE RISE: WHAT EMPLOYERS NEED TO KNOW

When it comes to conducting criminal background checks on job candidates and potential hires, there are several pitfalls that employers must be aware of and be sure to avoid. For instance, the [Federal Trade Commission \(FTC\)](#) considers conducting credit checks or criminal investigations only on people of a certain race as evidence of discrimination. Although quite inevitable, the amount of class action litigation over criminal background checks in the hiring process has hit a rather alarming level.

According to a recent [publication](#) by WebRecon, plaintiffs filed over 5,000 claims related to the Fair Credit Reporting Act (FCRA) in 2020 alone. When closely analyzed, these litigations reveal some key takeaways, including current trends relating to the FCRA and how employers can further ensure that their employee background check processes comply with the Act.

This article reviews some of these developing FCRA trends and provides some valuable

Class Action Lawsuit Filed Against Healthcare Provider Over Non-Compliant Background Check Disclosures and Authorizations

HOME / NEWS BLOG / NEWS / CLASS ACTION LAWSUIT FILED AGAINST HEALTHCARE PROVIDER OVER NON-COMPLIANT BACKGROUND CHECK DISCLOSURES AND AUTHORIZATIONS NOVEMBER 21, 2022

A newly filed class action lawsuit against a California healthcare and human services accused of violating the Fair Credit Reporting Act (FCRA). According to the case, the employer failed to comply with the FCRA on several points. These failures pertain to performing employee background checks as part of its hiring process.

The complaint, filed by the US District for the Northern District of California, claims that the employer performed background checks on prospective, current, and former employees without providing relevant disclosures and receiving authorization.

According to the complaint, the issue began when the plaintiff applied for a position with the employer. As a result, the plaintiff received a disclosure and authorization form to perform a background check. However, the disclosure allegedly contained extraneous material that prevented it from meeting the "clear and conspicuous" requirements of the FCRA [Section 1681b\(b\)\(2\)\(A\)](#), which also establishes it must be "in a document that consists only of the disclosure."

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Top Class Actions

Lawsuits & Settlements Legal News Class Actions Explained I Am a Lawyer About Us

Dollar Tree lawsuit alleges retailer obtains background checks without notification

Jessy Edwards | June 24, 2024 [FOLLOW ARTICLE](#)

Category: Labor & Employment

Dollar Tree background checks lawsuit overview:

- Who:** Plaintiff Eddie Jonathon Smith, who applied for a job at Dollar Tree, is suing the discount retailer.
- Why:** Smith says Dollar Tree violates the rights of job applicants by refusing to hire people based on background checks, when the person has no prior access to the reports.
- Where:** The Dollar Tree background checks lawsuit was filed in Virginia federal court.

A man who applied for a job at Dollar Tree is suing the discount retailer after he says the company had an incorrect background check performed on him, and then refused to hire him.

Plaintiff Eddie Jonathon Smith filed the class action lawsuit against Dollar Tree Inc. on June 14 in a Virginia federal court, alleging violations of the Fair Credit Reporting Act (FCRA).

Smith claims that Dollar Tree systematically violates the rights of job applicants that it obtains consumer reports -- or background checks -- about.

Smith says he and other job applicants were harmed when the company relied on the reports and checks to take adverse employment actions without beforehand providing the person "sufficient and timely notification and a copy of the report and a summary of rights" under the FCRA.

"These failures leave applicants without any meaningful opportunity to correct any errors on the report or to discuss the content of the report with Dollar Tree," he says.

The plaintiff's experience with Dollar Tree

Leverage World-Class Industry Expertise and Experience

Thorough and Compliant Screening Processes





**84% of employers cited “improved safety”
as the #1 benefit of workplace drug testing.**

- Current Consulting Group’s Annual Drug Testing Survey





2024 Positivity Rates

General U.S. Workforce	Pre-Employment	Random	#1 Drug
Quest DTI Urine	5.1%	6.3%	Marijuana
Quest DTI Oral	4.6%	5.4%	Marijuana
Quest DTI Hair	13.3%	22.5%	Marijuana

* Quest Drug Testing Metrics are Pre-MRO

DISA Contractor Consortium	Pre-Employment	Random	#1 Drug
DCC Urine	1.51%	0.64%	Marijuana
DCC Oral	0.75%	0.21%	Marijuana
DCC Hair	3.58%	0.79%	Cocaine*

2025 Positivity Rates by Program Type

- ❖ **Corporate Programs**
Pre-Employment: **2.72%**
Random Testing: **3.16%**
** Same spike in randoms as COVID*
- ❖ **DOT 5-Panel Urine**
Pre-Employment: **1.10%**
Random Testing: **0.51%**
- ❖ **DISA Consortium**
Pre-Employment: **2.33%**
Random Testing: **0.58%**

Complete Solutions for Drug and Alcohol Testing

DISA has advanced workplace drug and alcohol testing since 1986, pairing technology with proven expertise to help you stay ahead of evolving substance risk. You get faster visibility, stronger compliance control, and testing options built to fit your industry and program requirements.

What's Included

- ❖ Electronic Chain of Custody (eCCF), lab analysis, & MRO services
- ❖ Random pool management with online scheduling, tracking, and reporting
- ❖ Compliance support plus policy assistance and management

Testing Types and Options

- ❖ Pre-employment, random, post-accident, reasonable suspicion, and more
- ❖ On-site or mobile collections supported by an extensive site network
- ❖ Urine, oral fluid, hair, and breath alcohol testing with customizable panels





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DISA's 2025

Service & Solution Overview

A Consolidated Solution for Smarter Processes

Expansive Base of Technology Partners *(including but not limited to)*





Additional Conference Support from



Help You Manage the Employee Lifecycle



PRE-HIRE

Consolidated Solutions

- ❖ OccHealth Screenings
- ❖ Background Screening
- ❖ Contractor Consortium
- ❖ Drug & Alcohol Testing
- ❖ Fingerprinting
- ❖ Verifications



ONBOARDING

Compliant Onboarding

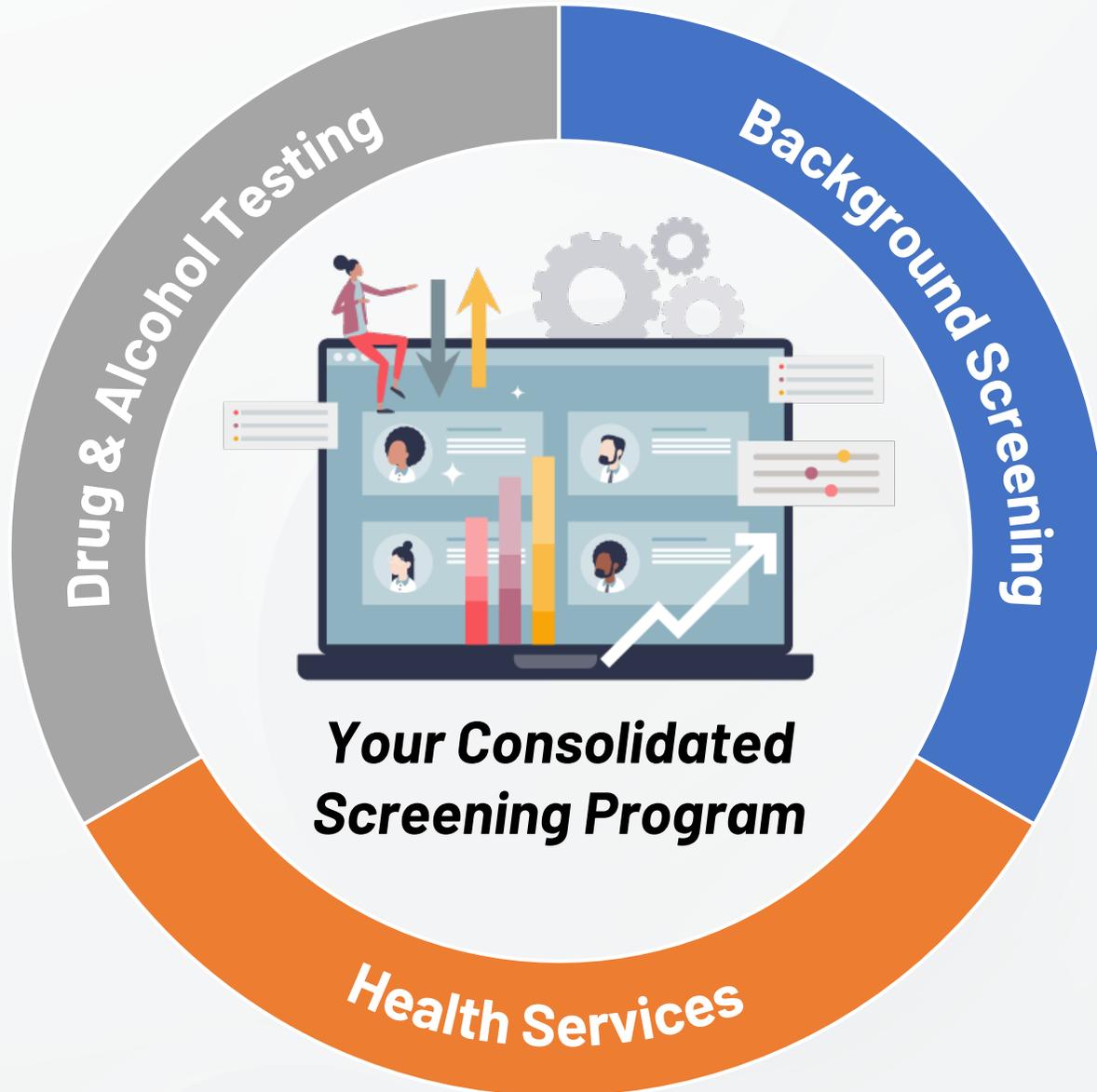
- ❖ Drug & Alcohol Training
- ❖ E-Verify
- ❖ Form I-9



POST-HIRE

Ongoing Screening

- ❖ Annual Screening
- ❖ Continuous Monitoring
- ❖ Drug & Alcohol Randoms
- ❖ Driver Qualification Files



Gartner survey shows 75% of companies are pursuing vendor consolidation

Benefits of Vendor Consolidation:

- » Increase Hiring Efficiency
- » Strengthen Data Integrity
- » Elevate the Employee Experience
- » Improve Hiring/Employee Outcomes

Ideal Consolidation Partners Have:

- » High Platform Configuration
- » A Focus on User Friendliness
- » Integrations with Existing HR System

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- ❖ Urine, oral fluid, hair, and breath alcohol testing with customizable panels



DISA delivers the occupational health services you need either on-site or at thousands of clinics in our network. Our credentialed medical team brings the scale to meet demanding requirements, the flexibility to tailor your program, and the service focus to keep your workforce downtime minimal.

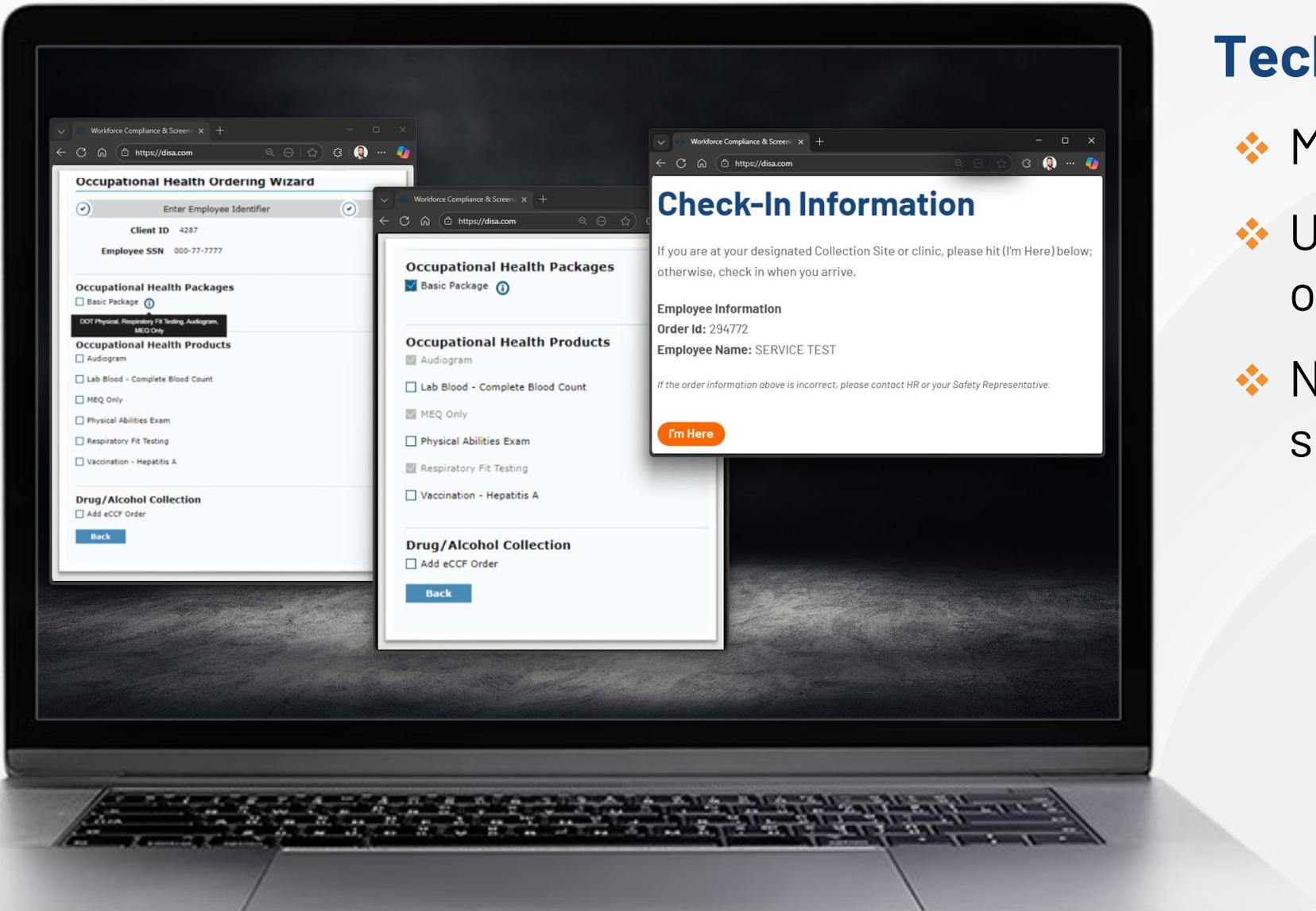


More than 80 Occupational Health Services Available *(including but not limited to)*

- ❖ **Vaccinations and titers:** Hep A and B, MMR, Tdap, Varicella, Twinrix
- ❖ **Diagnostics:** audiograms, PFT, EKG, respirator fit testing, TB testing, X-rays, vision
- ❖ **Physicals and labwork:** DOT, Hazmat, Silica, Asbestos, Blood Panels, lead w/ZPP

Technology Modernization

- ❖ Mobile-Friendly Check-In
- ❖ Updated technology improves operational efficiency
- ❖ New client interface for simplified ordering



Comprehensive Background Screening

Make informed hiring decisions across HR, safety, and security roles, including DOT-required screening with comprehensive background screening from DISA.

Get fast turnarounds, accurate data, and configurable packages supported by compliance guidance and an extensive provider network.

Key Capabilities

- ❖ FCRA compliance assistance with online tracking and reporting
- ❖ Applicant order entry, grading, and adjudication support
- ❖ Automatic renewal notices plus continuous driver monitoring

Common Screening Products

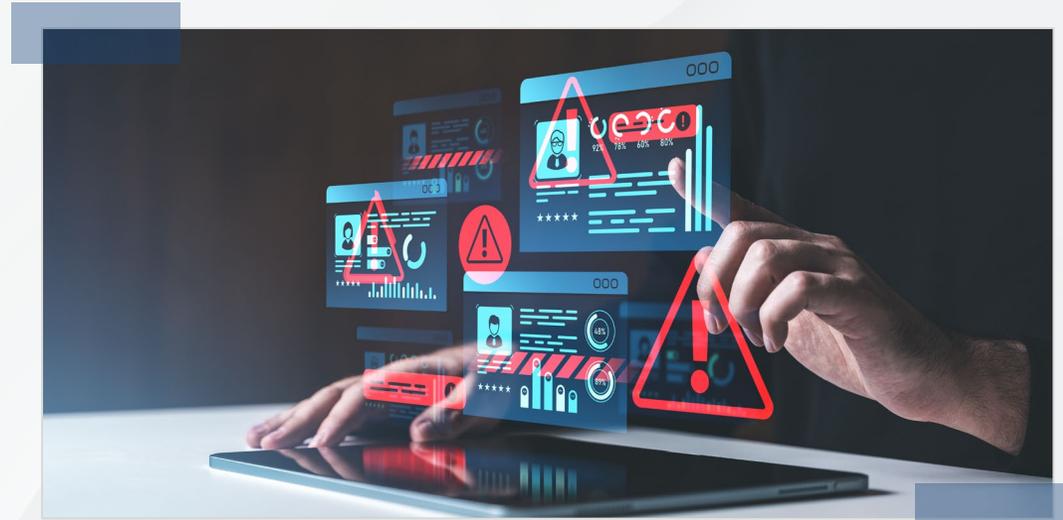
- ❖ E-Verify, Form I-9, SSN validity and trace
- ❖ Criminal searches (county, state, federal), sex offender, abuse registry, OIG, FACIS
- ❖ MVR and DOT-related checks including FMCSA safety performance history



Ongoing Monitoring

Ongoing monitoring helps you identify new risk signals and compliance gaps **after onboarding**, so issues are addressed early and consistently.

DISA supports ongoing screening across industries, including transportation driver oversight and healthcare student screening and compliance.



What Ongoing Monitoring Delivers

- ❖ Continuous oversight across background, credentials, & compliance requirements
- ❖ Driver activity and license status changes, with normalized violations across states
- ❖ Exclusions and sanctions monitoring across federal and state sources
- ❖ Automated tracking and reporting to reduce burden and drive consistent decisions
- ❖ Role-based packages and configurable triggers by site requirement

DOT & TRANSPORTATION COMPLIANCE

DISA provides consolidated, DOT compliance management experience aimed to reduce your administrative burden and simplify running your programs. Our DOT services support employers across multiple governing agencies while keeping programs effective, consistent, and audit-ready.



Consolidated DOT Services

- ❖ **Coverage across DOT governing agencies:**

- » FMCSA » PHMSA » DHS » USCG » FRA » FTA » FAA

- ❖ **Drug and alcohol testing support including:**

Random pool management, statistical reporting, 24/7 post-accident assistance, MRO services, SAMHSA-certified labs, and an expansive collection site network

- ❖ **Driver Qualification File management plus:**

Background screening and fleet reporting, DQ audits, renewal notices, PSP, MVRs, FMCSA safety performance history, CDLIS, Clearinghouse, and more



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● A Path to Simplified Solutions

Consolidating Your Needs to Create More Efficient Processes

Manage the Employee Lifecycle – From Pre to Post-Hire



PRE-HIRE

ONBOARDING

POST-HIRE

Consolidated Solutions

- ❖ Health Services
- ❖ Drug & Alcohol Testing
- ❖ Background Screening
- ❖ Fingerprinting
- ❖ Verifications

Compliant Onboarding

- ❖ Drug & Alcohol Training
- ❖ E-Verify
- ❖ Form I-9

Ongoing Screening

- ❖ Annual Screening
- ❖ Continuous Monitoring
- ❖ Drug & Alcohol Randoms
- ❖ Driver Qualification Files

4.6 OUT OF **5.0**

Based G2 Reviews
Leader in Enterprise and Mid-Market



Based on reviews from
SHRM's vendor directory

All-Inclusive Service Offering – For Both Pre and Post-Hire

Background Checks

- ❖ Pre-Employment Backgrounds
- ❖ Criminal History Checks (Fed/State/County)
- ❖ Civil Searches (Fed and County)
- ❖ SSN Validity Checks
- ❖ Employment Verifications
- ❖ I-9 & E-Verify
- ❖ State Driving Records
- ❖ Prof Licenses & Credentials
- ❖ Credit Reports
- ❖ Adverse Action Notices
- ❖ Reference Verifications
- ❖ Government Sanctions Lists
- ❖ Sex Offender Searches
- ❖ DOT Testing History
- ❖ Financial Due Diligence
- ❖ Continuous Monitoring

Drug & Alcohol Testing

- ❖ Pre-Employment Testing
- ❖ Random Pool Management
- ❖ 24/7 Post-Accident Testing
- ❖ Reasonable Suspicion Testing
- ❖ Return-To-Duty/Follow-Up
- ❖ On-Site Testing
- ❖ Urine Testing
- ❖ Hair Testing
- ❖ Oral Fluid Testing
- ❖ Alcohol Testing
- ❖ MRO Services
- ❖ Mobile/On-Site Testing
- ❖ Policy Auditing & Creation
- ❖ Reasonable Suspicion Training

Health Services

- ❖ Physical Exams
- ❖ Respirator Clearance
- ❖ Audiometric Testing
- ❖ Lab Work and Titers
- ❖ TB Testing
- ❖ Immunizations
- ❖ Human Performance Evaluation
- ❖ Surveillance Exams
Asbestos/Hazmat/etc

Compliance Management

- ❖ Driver Qualification Files
- ❖ Occupational Health Files
- ❖ Contractor Compliance

- » Pre- and Post-Hire
- » A Unified Process
- » HRIS Integrations

A single-source solution configured to your needs!



Backgrounds



Health Services



Drug Testing



I9/E-Verify



Verifications



Monitoring





Thank you!

Gary Wiese

Chief Revenue Officer

Gary.Wiese@disa.com