



COMMODORE
SOLUTIONS

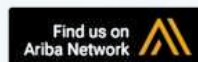
SERVICE MANUAL



LEADERS IN HSE RISK MANAGEMENT

Every company is unique. At Commodore Solutions, we work with you to understand your needs and how they fit into your occupational testing program and corporate goals. We come along side as a partner to find and develop a solution to your requirements that help gain efficiency, limit risk, and increase profitability.

INDUSTRY ASSOCIATIONS & PARTNERSHIPS



SERVICES



Drug and Alcohol Testing

Testing is available either in a clinical setting or on-site to save time lost due to travel and waiting in queue. Urine and oral test panels are available to fit your company policy and site access requirements. Online results & delivery that are updated in real time allows for quick decision making. Both DOT and Non DOT testing as well as Canadian model 6.1 testing standards are available.

Point of Collection Test (POCT)

POCT (Point of Collection Test) urine testing offers instant results to reveal if there are any drug metabolites present in an individual's system. We collect all samples within our clinic/onsite and results are available on the spot. Although the POCT test does not measure the quantity of a drug in the urine, it does establish the presence of the drug. At Commodore Solutions, we offer a variety of POCT testing panels ranging from 7 to 14.

Lab Based Testing

Lab based urine tests are collected in our clinic/onsite and processed in a SAMHSA certified laboratory. Similarly to POCT, we offer a range of different panels (7-14) for lab based urine testing. If results come back positive, the Medical Review Officer (MRO) will determine whether the drug can legally be present in the donor's system. The MRO will contact the donor directly and discuss any prescription medications, the dosage, prescribing physician, etc. It will not be considered a positive test if a valid prescription is present. Lab based test results are typically available between 2-5 business days.





Hair Strand Testing

Hair testing has gained prominence as an effective method to detect drug and alcohol use. It records a person's long term substance use by capturing biomarkers within the hair as it grows. During a hair test, a sample containing multiple strands of hair closest to the scalp, is collected and analyzed to detect drug or alcohol metabolites that may be present. The sample must be 1.5 inches in length and contain around 200 strands of hair. The donor's hair cannot be chemically bleached, dyed, or contain any hair products. This method is easy to collect, challenging to tamper with, and convenient to send for analysis. At Commodore Solutions, our selection includes hair testing panels that span from 5 to 19. Results are typically available within 1-2 weeks.

Nail Testing

Nail testing is similar to hair testing but uses nail samples to detect the presence of drugs or alcohol. Since both nails and hair are made up of keratin, as the nail grows, substances can pass from the blood vessels underneath the nail, into the keratin fibers of the nail where they become trapped. During collection, fingernails are clipped and collected by the donor in front of one of our trained staff members. Samples require clippings of 2- 3 mm in length from all ten fingernails, equaling out to about 100 mg. Similarly to hair testing, Commodore Solutions provides nail testing panels from 5 to 19. Results are typically available within 1-2 weeks.

PEth (Phosphatidylethanol)

Phosphatidylethanol (PEth) is a direct alcohol biomarker. PEth in blood exists as a component of the red blood cell membrane and is an alcohol-specific biomarker, meaning that it is created only in the presence of ethanol. Significant PEth levels can be detected up to approximately 2-4 weeks after alcohol ingestion. The stability of PEth in dried blood spots makes it ideal for forensic testing and research purposes. Our PEth assay uses state-of-the-art LC-MS/MS instrumentation.





Substance Abuse Professional Services

Substance abuse professionals are essential figures in addressing substance misuse, equipped with training in disciplines such as psychology and counseling. They assess, diagnose, and provide therapeutic interventions for individuals struggling with addiction. Employing a compassionate approach, they help clients explore the root causes of their addiction, develop coping mechanisms, and work towards sustainable recovery. Commodore Solutions has access to substance abuse professional services to assist our client's needs. We work closely with the SAP, the donor and their company to implement the SAP's recommendations.

Department of Transportation Testing (DOT)

DOT Drug testing refers to a drug screening mandated by the Department of Transportation (DOT) in the United States. It's a specific type of drug test required for individuals working in safety-sensitive positions within the transportation industry, including truck drivers, pilots, train engineers, bus drivers, and others.





OCCUPATIONAL HEALTH ASSESSMENTS

Nurse Health Assessment

At Commodore Solutions, we provide nurse occupational health assessments to evaluate an employee's health in relation to their job. These assessments help ensure an individual's health aligns with job demands and workplace hazards. Available for new or existing employees, the assessment includes a health history review, blood pressure and heart rate check, range of motion, grip strength, and overall fitness evaluation. Vision screenings are available upon request.

Fit To Work Assessment

A specific regiment of tasks and movements that are consistent with tasks and movements that would be done everyday within the job and scope of the company. We have the ability to tailor a program to each company's specific needs and provide audits to ensure the accuracy of the test as technology and processes evolve. Tests are completed after a comprehensive medical history review, and vital signs are monitored throughout.

Physical Demands Assessment

Completed through onsite observation and interviews to develop and document the specific physical demands of a position. The Physical Demands Assessment forms the back bone of developing accurate job descriptions, designation of safety sensitive classifications, and return to work programs.





Audiometric Testing

An audiometric evaluation is a painless, noninvasive hearing test that measures a person's ability to hear different sounds, pitches, or frequencies. A pure tone audiometric test measures the softest, or least audible, sound that a person can hear. This test is performed by certified audiometric technicians. During the test, you will wear headphones and hear a range of sounds directed to one ear at a time. Legislation states that workers that are constantly in work areas over 82 decibels need to be tested yearly and results monitored. Commodore Solutions can provide onsite and clinical audiometric testing that meets and exceeds industry requirements.



Pulmonary Function Testing (Spirometry)

Pulmonary Function Testing is used to measure how fast an individual can move air in and out of their lungs and determines whether that person's lung capacity falls within a normal range based on their age, weight, sex, race, and smoking status. This test is used to monitor and track lung function in environments with exposure to smoke, fumes, dust, gases, and vapors. Pulmonary function testing is completed by our certified spirometry technicians.



Quantitative Mask Fit Testing

Quantitative mask fit testing acts as a highly accurate method to gauge the efficiency of a respirator mask's seal, offering precise measurements crucial for optimal protection. We offer testing for half-masks, full facepieces, CBRN/Gas masks, powered air-purifying respirators (PAPRs) and self-contained breathing apparatus (SCBAs). All tests are completed with our AccuFIT9000™ which conforms to CSA Z94.4 testing standards.

Quantitative Hearing Fit Testing

Fit testing was introduced in the Alberta OHS guidelines in 2023 to complement audiometric testing as part of hearing loss prevention planning. This test ensures that an employee's earplugs fit properly and effectively reduce noise exposure to the required level.

Each fit test includes an educational component covering:

- Proper selection of hearing protection
- Correct placement and fit of earplugs
- The importance of consistent use in noise-exposed areas

Employees tested will receive this training to reinforce best practices in hearing protection.



EMPLOYEE/ SUPERVISOR TRAINING MODULES

Alcohol & Drug Awareness for Supervisors

This course equips front-line supervisors to recognize safety risks and request reasonable cause drug and alcohol testing. Our Drug & Alcohol Supervisor Training provides clear guidelines on identifying impairment, understanding reasonable cause, and taking appropriate action. Led by Barb Butler, Canada's leading expert, the course includes best practices, real workplace scenarios, and valuable resources.

Alcohol & Drug Awareness for Employees

This course educates employees on workplace safety in environments with a drug and alcohol policy. Commodore's Drug & Alcohol Awareness Training covers being "fit for duty," testing procedures, positive test consequences, return-to-duty steps, and individual safety responsibilities. It also addresses the health effects of alcohol, illegal drugs, prescription drugs, and cannabis, including differences in consumption methods and their effects.



EMPLOYEE/ SUPERVISOR TRAINING MODULES

Workplace Violence and Harassment For Supervisors

This course is for front-line supervisors with responsibility for recognizing violence and harassment in the workplace.

Comodore Solutions (with Corridor) offers a full suite of training on preventing, preparing, identifying and responding to violence in the workplace. Certain industries, including health care, education, transit, and even government, are more prone to violence than others. Employers also face financial costs for absenteeism, presenteeism, turnover and lower productivity related to the stress and mental health outcomes of harassment at work.

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EMPLOYEE TRAINING MODULES

Creating a Safe and Respectful Workplace

This employee program consists of two courses. The first is a foundational diversity and inclusion training in the workplace that includes equity and accessibility training for employees at all levels of your organization. This online training course combines relatable scenarios, real workplace situations, reflective exercises, definitions, practical guidance on respect in the workplace and provides meaningful understanding to both federally legislated human rights and provincial and territorial legislation. The second course provides guidance and strategies to recognize, address, and minimize the risk of workplace violence and harassment in addition to bullying.

Diversity, Equity and Inclusion

To see real change and leverage the full potential of an organization's talent, it is important to go beyond diversity and inclusion and focus on the principles of equity, diversity, and inclusion in the workplace. Corridor's new EDI training focuses on issues that directly impact productivity and workplace culture. The EDI Foundations course is designed for employees at all levels of your organization. The training uses engaging examples, case studies and personal exercises to help employees fully realize the implications and results of discrimination and exclusion.





SERVING CANADA SINCE 2012

With locations in Calgary, Edmonton, and Fort Saskatchewan—and a network of partner clinics across Canada—Commodore Solutions has been helping clients achieve their occupational health and safety goals for over a decade. We proudly serve Western Canada and beyond, ensuring seamless testing solutions wherever you need them. We look forward to working with you.



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