



PRE-EMPLOYMENT TESTING EXAMPLES [Insert Company Name]

REQUIRED TO TEST

The following are some examples that describe situations in which an employer **MUST** conduct pre-employment tests, unless the employer utilizes an exception.

- A new employer just started operating CMVs. All drivers hired to drive CMVs subject to this rule will fall under the pre-employment testing requirements.
- A driver usually operates CMVs that do not require a CDL, but then is required to operate a CMV that requires a CDL for the same employer. A pre-employment test is required.
- Any driver who is hired and has not been part of a controlled substances program that complies with FMCSA regulations for the previous 30 days must undergo a controlled substances test.

NOT REQUIRED TO TEST

The following are some examples that describe situations in which an employer may not have to conduct pre-employment tests.

- Employer A purchases employer B. Employer B drivers who are now Employer A drivers do not need to be tested because their employment status has not been interrupted.
- Pre-employment tests are not required when an employer's name changes.
- If a driver is transferred from one division to another within the same company, the pre-employment requirements do not apply. **However**, when a driver transfers from one wholly owned subsidiary or independently operated company to another, a pre-employment test is needed, unless the driver is subject to one of the exceptions.

