EXHIBIT 1-1 Sample Scope of Work Statement Between the MRO and Employer

Section 1. Scope of Services provided by the medical review officer (MRO):

A. Qualifications. The MRO:

1. Is knowledgeable of the requirements for the MRO in compliance with the regulations of the U.S. Department of Transportation (DOT)

2. Is a licensed doctor of medicine or osteopathy with knowledge of drug abuse disorders

3. Has the requisite level of experience to interpret positive, adulterated, substituted, and invalid drug test results

4. Will comply with applicable regulations governing the conduct of the MRO

B. Receipt, review, and reporting of drug test results conducted through the COMPANY's program.

1. The MRO will receive results from the laboratory that analyzes drug-test specimens on behalf of the COMPANY. The MRO will report as "canceled" to the COMPANY those tests that have significant procedural or technical errors.

2. The MRO will review and interpret each positive, adulterated, substituted, and invalid result. The MRO will determine if there is a legitimate medical explanation for the result. In carrying out this responsibility, the MRO will make a reasonable effort to contact the specimen donor and conduct an interview and review of his or her medical history and other relevant factors. The MRO will review all medical records and reasonable explanation made available by the donor for a positive, adulterated, or substituted result. The MRO may also arrange for a medical evaluation to determine if the individual has clinical signs of drug abuse that correlate with opiate abuse, except when 6-acetylmorphine is detected or when the morphine or codeine concentration exceeds 15,000 ng/mL. Only those laboratory-positive results that have no legitimate medical explanation will be reported to the employer as positive. The MRO will be available to the COMPANY for consultation regarding the use of prescribed medications.

3. The MRO will furnish to the COMPANY a report of the results of each test.

C. Recordkeeping. The MRO will maintain certain drug-test records on behalf of the COMPANY. These records will include the laboratory reports, custody and control forms, and documentation of the MRO's evaluation for positive, adulterated, substituted, and invalid results. The MRO will maintain these records for at least 5 years for verified positive, adulterated, and substituted results and at least 1 year for other test results. If requested in writing, the MRO will maintain these records for longer periods.

D. Consultation and expert testimony. The MRO will be available for telephone consultation concerning drug-test procedures and will provide expert testimony in drug-test–related cases on an as-requested basis.

Section 2. Employer Responsibilities: The COMPANY will:

A. Provide the MRO with a copy of the COMPANY'S current drug-abuse/drug-testing policy and procedures; the name and phone and fax numbers and address of a representative to assist with contacting individuals and to whom results should be reported.

B. Before performance begins, inform the MRO of applicable drug testing regulations and the MRO's responsibilities, if any, with regard to the COMPANY's employee assistance program.

C. Assure that the means of receiving results from the MRO (e.g., fax transmissions) are secure and confidential and that individual drug-test results will be maintained confidentially and will be disclosed only to individuals with a business need for the information or otherwise in accordance with law.

D. Assume responsibility for the performance of the collection site(s) and/or laboratory, if the COMPANY has contracted directly with these providers for services.

E. Be responsible for costs of split specimen analyses, d and l methamphetamine enantiomers, and other additional tests necessary for regulatory or policy compliance or proper interpretation of results.

F. Have sole responsibility for decisions about the employment, termination, retention, or disciplining of any employee, former employee, or applicant for employment.