

2025 Annual Report and Industry Insights

Drug Testing Index™ and Industry Insights

► A comprehensive analysis of workforce drug use trends



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The Quest Diagnostics Drug Testing Index™ (DTI) reveals insights into patterns of drug use among the American workforce. Published annually since 1988, the Drug Testing Index examines positivity rates for workplace drugs tested by the company on behalf of employers. Quest Diagnostics publishes these findings as a public service for government, employers, policymakers, and the general public.

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Fentanyl Positivity Is More Than Seven Times Higher in Random Tests vs. Pre-Employment Drug Screening, Finds 2025 Quest Diagnostics Drug Testing Index

Majority of fentanyl positives also contain other drugs, with co-positivity with marijuana doubling since 2020



SECAUCUS, N.J. – September 2, 2025 – The percentage of employees in the general U.S. workforce testing positive for fentanyl in random drug tests far exceeded those in pre-employment testing, according to the 2025 Quest Diagnostics Drug Testing Index™ from Quest Diagnostics (NYSE: DGX), a leading provider of diagnostic information services.

The new report reveals changing patterns of drug use by the nation's workforce. While the analysis of more than 8 million drug tests shows that overall workplace urine drug positivity declined slightly last year, to 4.4% from 4.6%, the sharp increase in fentanyl in random drug checks suggests more workers are using the highly addictive opioid after they have passed pre-employment screens. Random drug testing involves unscheduled and unannounced drug tests of employed individuals after they have presumably passed pre-employment drug screens.

In 2024, the general U.S. workforce positivity for fentanyl was 707% higher in random tests (1.13%) compared to pre-employment tests (0.14%). This is a stark contrast to other categories of drugs, such as marijuana or other opiates, where less variation is seen in random and pre-employment positivity rates. For example, in the general U.S. workforce, marijuana's positivity rate in random testing was 42% lower than its positivity rate in pre-employment testing over the past five years. In contrast, the fentanyl positivity rate in random testing has been 400% higher than in pre-employment testing over the past five years.

In addition, 60% of specimens positive for fentanyl in the U.S. general workforce in 2024 were also found to be positive for other drugs. About 22% of fentanyl-positive workforce drug tests were also positive for marijuana, a rate that has doubled since 2020, when only 10% of fentanyl positives were also positive for marijuana. A large percentage of fentanyl positives were also found to be positive for amphetamines – 16% in 2024 compared to 11% in 2020.

“The new Quest data indicates a worrying increase in fentanyl positivity in random drug tests as well as fentanyl drug-combining among the nation’s workforce in day-to-day work environments,” said Suhash Harwani, PhD, Senior Director of Science for Workforce Health Solutions at Quest Diagnostics. “It is disturbing to see increased use of fentanyl on-the-job and in combination with other drugs, given fentanyl’s extreme potency, which can increase risk of impairment, accidents, and potential overdose. It also raises concern that employees are turning to a dangerous drug like fentanyl after they’ve passed a pre-employment drug screen, putting the overall wellness of the workforce at risk.”

A **January 2025 CDC report** suggests a slight increase in fatal overdoses in January 2025 compared to January 2024 following consecutive years of decline. Fentanyl has since proliferated in the U.S. and most overdose deaths—7 out of 10—are estimated to involve illegally manufactured fentanyls (IMFs), **according to the CDC**. Starting July 7, 2025, the Department of Health and Human Services’ Federal Drug-Free Workplace Program added fentanyl to the authorized drug testing panel. The **majority** of opioid-related overdose deaths involve multiple substances.

Other key findings from the Quest Diagnostics report include:

Marijuana Leads Workplace Drug Detections as Post-Accident Positivity Remains High

Marijuana remains the most frequently detected substance, with positivity holding steady at 4.5% in the general U.S. workforce year over year. Marijuana positivity following workplace accidents also remains high—post-accident positivity was 7.3% in 2024, just slightly below the record high of 7.5% in 2023. Among federally mandated, safety-sensitive workers, marijuana positivity declined slightly to 0.87% from 0.95% in 2023.

Overall Positivity Trends Remain Elevated Despite Modest Declines

In 2024, the combined U.S. workforce urine drug positivity rate declined slightly to 4.4%, down from 4.6% in 2023. While the dip marks the first reduction following three years of elevated positivity, the rate remains stubbornly high, with a 4% or higher overall drug positivity rate persisting over the past 10 years.

“The overall drug positivity rate continues to reflect persistent trends,” said Sam Sphar, Vice President and General Manager of Workforce Health Solutions at Quest Diagnostics. “When we talk to employers, they tell us the same thing the Quest data tells us; that drug abuse is an ongoing issue among the American workforce. Many also realize that permissive attitudes around drug use may put their non-substance using employees, not to mention the general public, at risk.”

Amphetamines Positivity Rates Increase; Other Positivity Remains Consistent

In the general U.S. workforce, amphetamines continued their upward climb, with positivity increasing to 1.7%, up from 1.5% in 2023. Cocaine positivity remained unchanged at 0.24%.

In contrast, several opioids and related substances showed ongoing declines. 6-AM, the metabolite of heroin, decreased to 0.004%. Opiates declined to 0.13% (from 0.14% in 2023), and oxycodones positivity remained unchanged at 0.27%.

Testing Positivity for Suspicion of Drug Use Declines

The 2025 Quest Diagnostics Drug Testing Index reveals that drug test positivity continues to vary significantly depending on the testing circumstance. In the general U.S. workforce, for-cause testing, used when employers have reasonable suspicion of substance use, showed a 33.1% positivity rate in 2024, a decline from 39.4% in 2023. Post-accident testing

Our 2024 Quest Diagnostics analysis shows overall workforce drug positivity increased in industries associated with “office work,” such as administrative, managerial, and clerical tasks within office environments.



positivity fell slightly from 10.4% to 10.2%, while return-to-duty testing, administered to employees coming back after a violation of a company drug policy, declined from 8.4% to 7.9%.

“While it’s encouraging to see slight declines in for-cause, post-incident and return-to-duty drug test positivity rates, the rates continue to be elevated. For instance, the Quest data showing that about one in three employees tested for cause were positive for drug use demonstrates opportunities for employers to bolster psychologically safe practices and recovery-supportive programs, enhancing both employee reporting and safety initiatives,” said Claire Bryant, Senior Program Manager of Workplace Safety Programs at the National Safety Council.

Among federally mandated, safety-sensitive workers, who are typically subject to stricter testing protocols, for-cause positivity was 12.6% compared to 14.5% in 2023, post-accident positivity stood at 4.5% compared to 4.6% in 2023, and return-to-duty testing had a 4.8% positivity rate compared to 5.2%

in 2023. These figures suggest that within highly regulated industries compliance programs and proactive safety strategies appear to result in lower workforce drug testing positivity versus the general U.S. workforce.

About the Quest Diagnostics Drug Testing Index™

The Quest Diagnostics Drug Testing Index™ (DTI) is a series of reports that provide insights into trends in workforce drug use based on positivity rates of deidentified laboratory tests performed by Quest Diagnostics for a range of illicit, legal and prescription drugs. It examines test results according to three categories of workers: the federally mandated, safety-sensitive workforce; the general U.S. workforce; and the combined U.S. workforce. Federally mandated, safety-sensitive workers include pilots, bus and truck drivers, and workers in nuclear power plants, for whom routine drug testing is mandated by government agencies like the Department of Transportation, the Nuclear Regulatory Commission and the Department of Defense.

The strengths of the DTI analysis include its large, nationally representative sample size, longitudinal monitoring, a testing population that is generally reflective of the U.S. workforce, and the quality of the company’s drug testing services to confirm positive results. Limitations include analysis only of employers that perform drug testing with the company and a lack of exact cross-specimen comparisons due to variations in substances for which employers test. Quest Diagnostics has analyzed annual workplace drug testing data since 1988 and publishes the findings as a public service. For more information, visit [www.QuestDiagnostics.com/DTI](https://www.questdiagnostics.com/DTI).

About Quest Diagnostics Workforce Health Solutions

Through its workforce health solutions, Quest Diagnostics is a leading provider of laboratory testing and other services designed to optimize the health, safety and well-being of employees. Quest workforce health solutions include population health and biometric and laboratory screening services to identify and act on disease risks in the earliest stages; workplace drug testing services to help identify and pre-empt dangerous workplace drug use; and OSHA-required laboratory screening and vaccination services. Based on the industry-leading diagnostics expertise of Quest Diagnostics, our solutions incorporate the latest science, technology and innovations in laboratory medicine and healthcare management to reveal the actions that will improve workforce health, for better medical care and lower costs. For more information, visit [WorkforceHealthSolutions.com](https://www.questdiagnostics.com/workforcehealthsolutions).

About Quest Diagnostics

Quest Diagnostics works across the healthcare ecosystem to create a healthier world, one life at a time. We provide diagnostic insights from the results of our laboratory testing to empower people, physicians, and organizations to take action to improve health outcomes. Derived from one of the world's largest databases of de-identifiable clinical lab results, Quest's diagnostic insights reveal new avenues to identify and treat disease, inspire healthy behaviors, and improve healthcare management. Quest Diagnostics annually serves one in three adult Americans and half the physicians and hospitals in the United States, and our more than 55,000 employees understand that, in the right hands and with the right context, our diagnostic insights may inspire actions that transform lives and create a healthier world.

[www.QuestDiagnostics.com](https://www.questdiagnostics.com).

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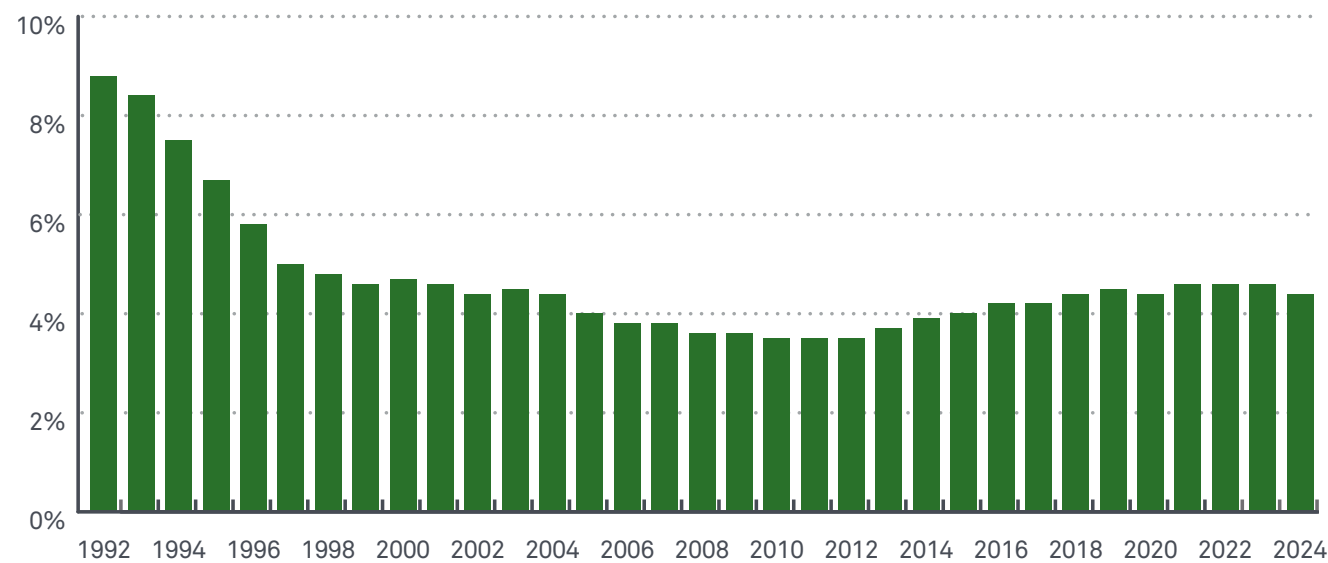


Quest Diagnostics Drug Testing Index™ and Industry Insights: 2025 Annual Report and Industry Insights. Published September 2, 2025. <https://www.questdiagnostics.com/business-solutions/employers/drug-screening/knowledge-center/drug-testing-index>

Quest Diagnostics. Press release. September 2, 2025. <https://newsroom.questdiagnostics.com/2025-09-02-Fentanyl-Positivity-Is-More-Than-Seven-Times-Higher-in-Random-Tests-vs-Pre-Employment-Drug-Screening,-Finds-2025-Quest-Diagnostics-Drug-Testing-Index>

Annual Positivity Rates | *Annual Report*

Urine Drug Tests - For Combined U.S. Workforce (Federally Mandated, Safety-Sensitive, General)



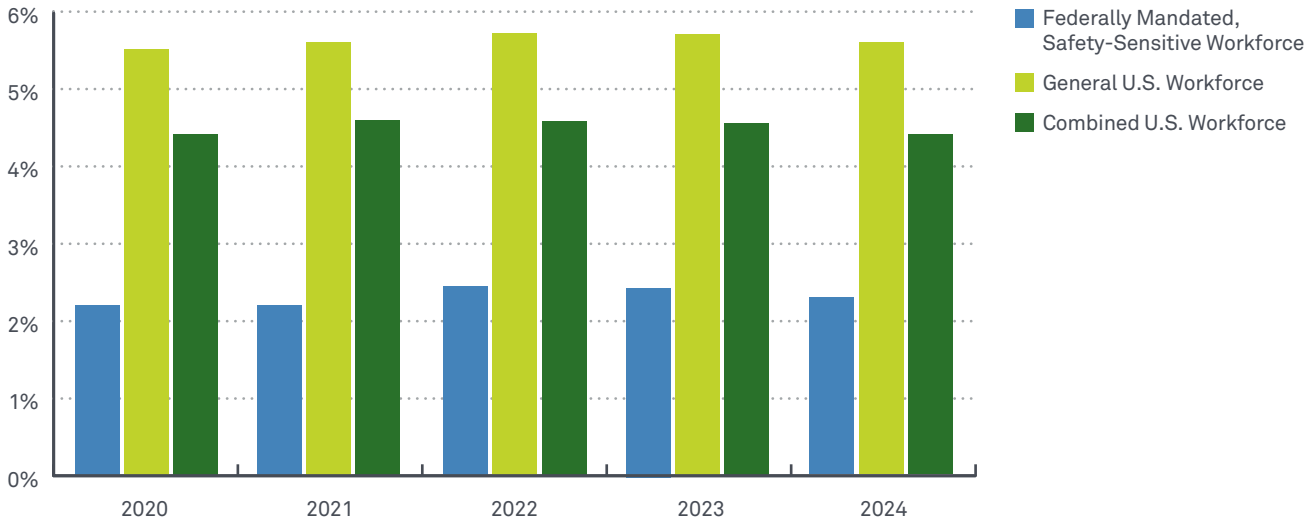
Year	Drug Positivity Rate
1992	8.8%
1993	8.4%
1994	7.5%
1995	6.7%
1996	5.8%
1997	5.0%
1998	4.8%
1999	4.6%
2000	4.7%
2001	4.6%
2002	4.4%

Year	Drug Positivity Rate
2003	4.5%
2004	4.4%
2005	4.0%
2006	3.8%
2007	3.8%
2008	3.6%
2009	3.6%
2010	3.5%
2011	3.5%
2012	3.5%
2013	3.7%

Year	Drug Positivity Rate
2014	3.9%
2015	4.0%
2016	4.2%
2017	4.2%
2018	4.4%
2019	4.5%
2020	4.4%
2021	4.6%
2022	4.6%
2023	4.6%
2024	4.4%

Positivity Rates by Testing Category | *Annual Report*

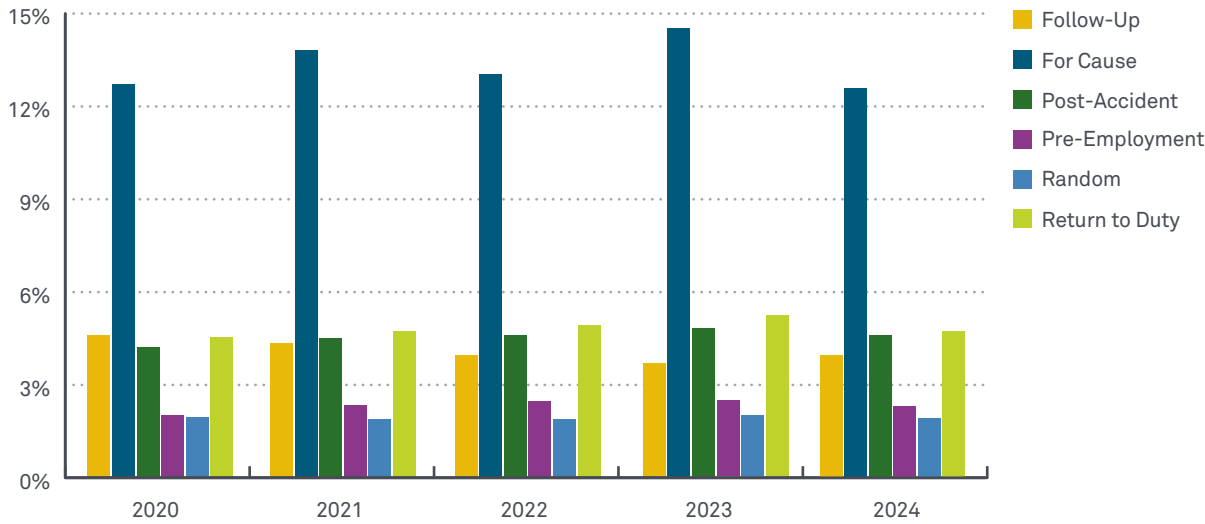
Urine Drug Tests



Testing Category	2020	2021	2022	2023	2024
Federally Mandated, Safety-Sensitive Workforce	2.2%	2.2%	2.4%	2.4%	2.3%
General U.S. Workforce	5.5%	5.6%	5.7%	5.7%	5.6%
Combined U.S. Workforce	4.4%	4.6%	4.6%	4.6%	4.4%

Positivity Rates by Testing Reason | *Annual Report*

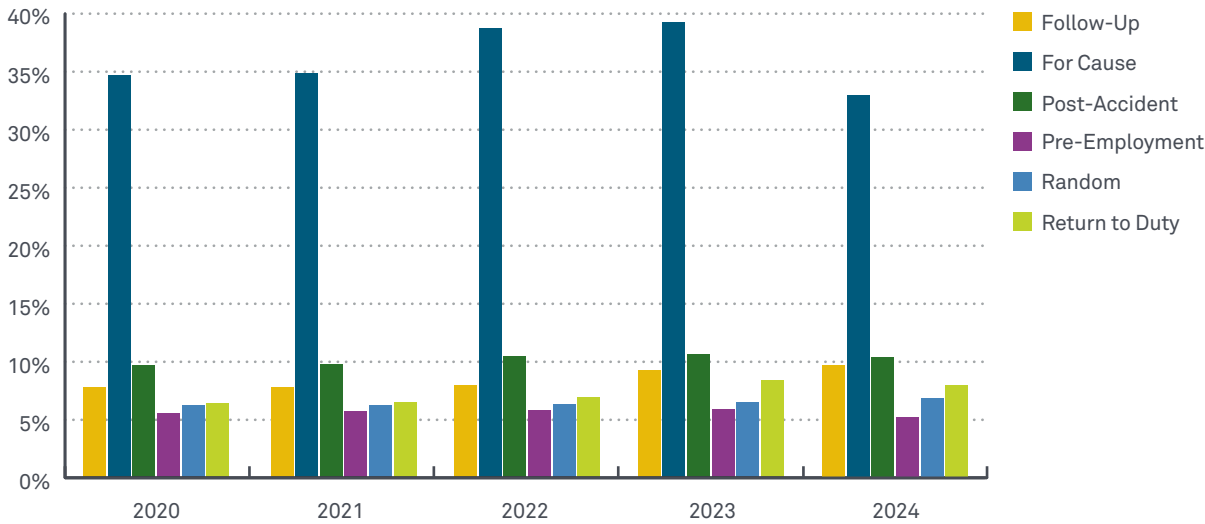
Urine Drug Tests – For Federally Mandated, Safety-Sensitive Workforce



Testing Reason	2020	2021	2022	2023	2024
Follow-Up	4.6%	4.3%	4.2%	3.8%	3.9%
For Cause	12.7%	13.8%	12.9%	14.5%	12.6%
Post-Accident	4.3%	4.4%	4.5%	4.6%	4.5%
Pre-Employment	2.1%	2.3%	2.5%	2.5%	2.4%
Random	2.0%	1.9%	1.9%	2.0%	1.9%
Return to Duty	4.5%	4.7%	4.9%	5.2%	4.8%

Positivity Rates by Testing Reason | *Annual Report*

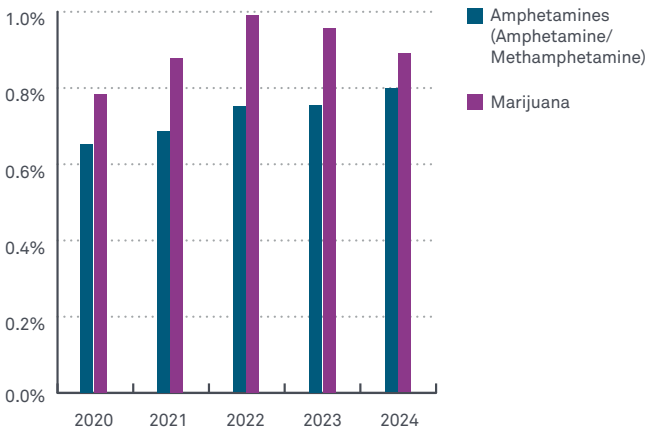
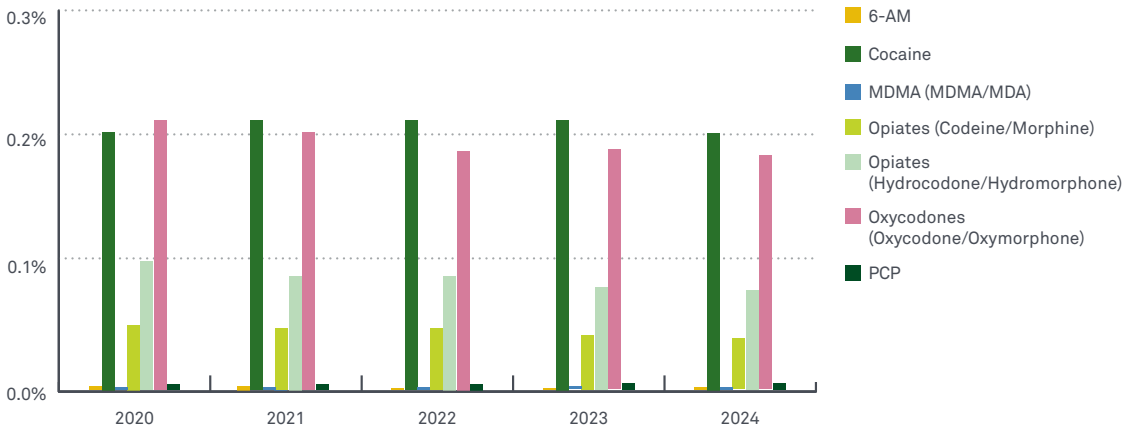
Urine Drug Tests – For General U.S. Workforce



Testing Reason	2020	2021	2022	2023	2024
Follow-Up	7.1%	7.1%	7.3%	8.8%	9.0%
For Cause	34.7%	34.9%	38.6%	39.4%	33.1%
Post-Accident	9.5%	9.7%	10.3%	10.4%	10.2%
Pre-Employment	5.2%	5.4%	5.5%	5.4%	5.1%
Random	5.8%	5.8%	5.9%	6.0%	6.3%
Return to Duty	6.2%	6.3%	7.0%	8.4%	7.9%

Positivity Rates by Drug Category | *Annual Report*

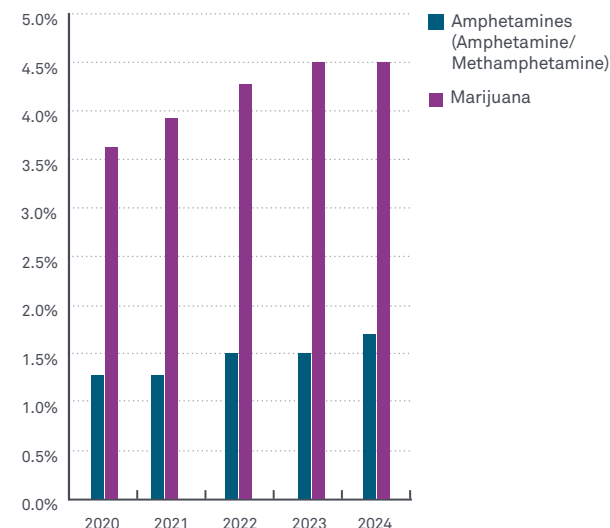
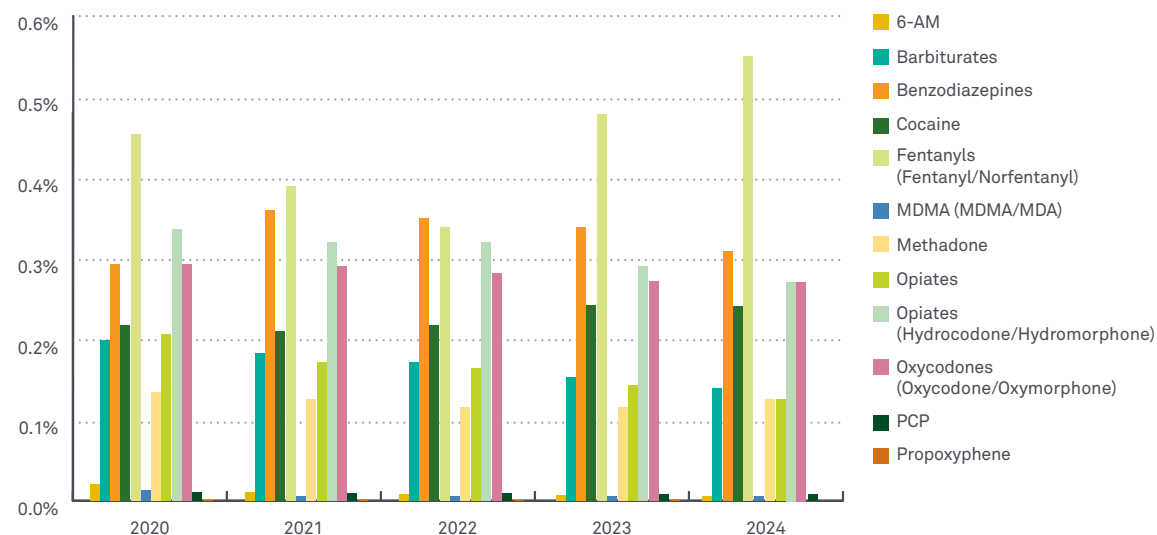
Urine Drug Tests – For Federally Mandated, Safety-Sensitive Workforce, as a percentage of all such tests



Drug Category	2020	2021	2022	2023	2024
6-AM	0.008%	0.005%	0.003%	0.003%	0.006%
Amphetamines (Amphetamine/Methamphetamine)	0.64%	0.69%	0.75%	0.76%	0.80%
Cocaine	0.20%	0.21%	0.21%	0.21%	0.20%
Marijuana	0.79%	0.86%	0.98%	0.95%	0.87%
MDMA (MDMA/MDA)	0.002%	0.002%	0.003%	0.003%	0.005%
Opiates (Codeine/Morphine)	0.10%	0.08%	0.08%	0.07%	0.06%
Opiates (Hydrocodone/Hydromorphone)	0.30%	0.27%	0.24%	0.22%	0.21%
Oxycodones (Oxycodone/Oxymorphone)	0.21%	0.20%	0.18%	0.18%	0.16%
PCP	0.011%	0.010%	0.009%	0.008%	0.008%

Positivity Rates by Drug Category | *Annual Report*

Urine Drug Tests – For General U.S. Workforce, as a percentage of all such tests

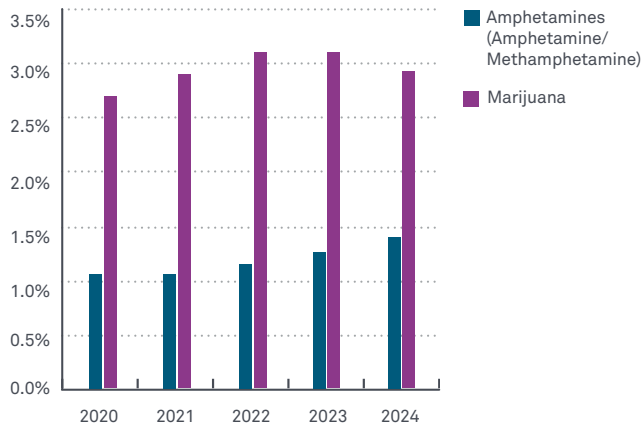
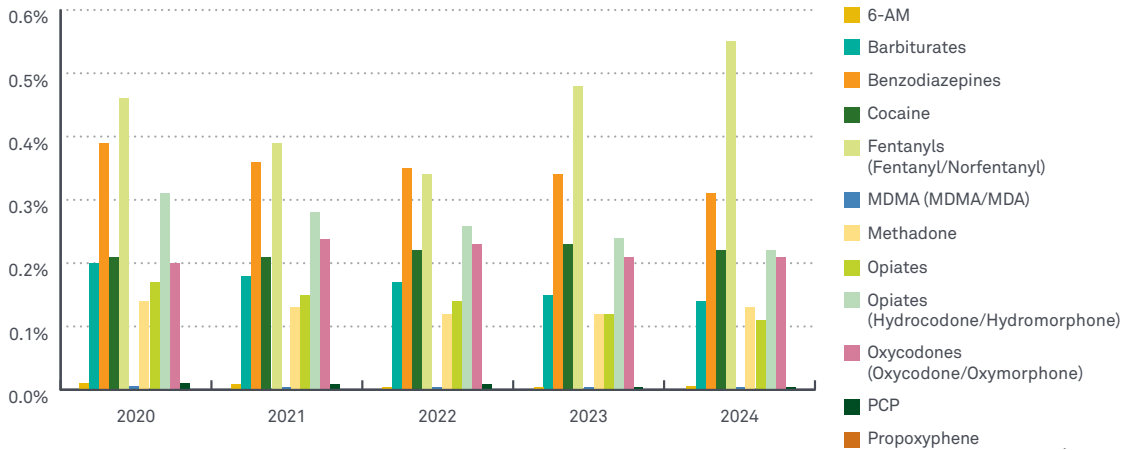


Drug Category	2020	2021	2022	2023	2024
6-AM	0.018%	0.013%	0.006%	0.005%	0.004%
Amphetamines (Amphetamine/ Methamphetamine)	1.3%	1.3%	1.5%	1.5%	1.7%
Barbiturates	0.20%	0.18%	0.17%	0.15%	0.14%
Benzodiazepines	0.39%	0.36%	0.35%	0.34%	0.31%
Cocaine	0.22%	0.21%	0.22%	0.24%	0.24%
Fentanyl (Fentanyl/Norfentanyl)	0.46%	0.39%	0.34%	0.48%	0.55%
Marijuana	3.6%	3.9%	4.3%	4.5%	4.5%
MDMA (MDMA/MDA)	0.010%	0.005%	0.004%	0.005%	0.004%

Drug Category	2020	2021	2022	2023	2024
Methadone	0.14%	0.13%	0.12%	0.12%	0.13%
Opiates	0.21%	0.17%	0.16%	0.14%	0.13%
Opiates (Hydrocodone/ Hydromorphone)	0.33%	0.32%	0.32%	0.29%	0.27%
Oxycodones (Oxycodone/Oxymorphone)	0.29%	0.29%	0.28%	0.27%	0.27%
PCP	0.009%	0.008%	0.008%	0.007%	0.006%
Propoxyphene	0.001%	0.000%	0.000%	0.000%	0.000%

Positivity Rates by Drug Category | *Annual Report*

Urine Drug Tests – For Combined U.S. Workforce, as a percentage of all such tests



Drug Category	2020	2021	2022	2023	2024
6-AM	0.011%	0.008%	0.004%	0.004%	0.006%
Amphetamines (Amphetamine/Methamphetamine)	1.1%	1.1%	1.2%	1.3%	1.4%
Barbiturates	0.20%	0.18%	0.17%	0.15%	0.14%
Benzodiazepines	0.39%	0.36%	0.35%	0.34%	0.31%
Cocaine	0.21%	0.21%	0.22%	0.23%	0.22%
Fentanyls (Fentanyl/Norfentanyl)	0.46%	0.39%	0.34%	0.48%	0.55%
Marijuana	2.7%	2.9%	3.1%	3.1%	2.9%

Drug Category	2020	2021	2022	2023	2024
MDMA (MDMA/MDA)	0.006%	0.004%	0.003%	0.004%	0.004%
Methadone	0.14%	0.13%	0.12%	0.12%	0.13%
Opiates	0.17%	0.15%	0.14%	0.12%	0.11%
Opiates (Hydrocodone/Hydromorphone)	0.31%	0.28%	0.26%	0.24%	0.22%
Oxycodones (Oxycodone/Oxymorphone)	0.24%	0.24%	0.23%	0.21%	0.21%
PCP	0.010%	0.008%	0.008%	0.007%	0.007%
Propoxyphene	0.001%	0.000%	0.000%	0.000%	0.000%

Non-Negative Rates by Specimen Validity Test (SVT)^a Category | *Annual Report*

Urine Drug Tests – For Federally Mandated, Safety-Sensitive Workforce, as a percentage of all such tests

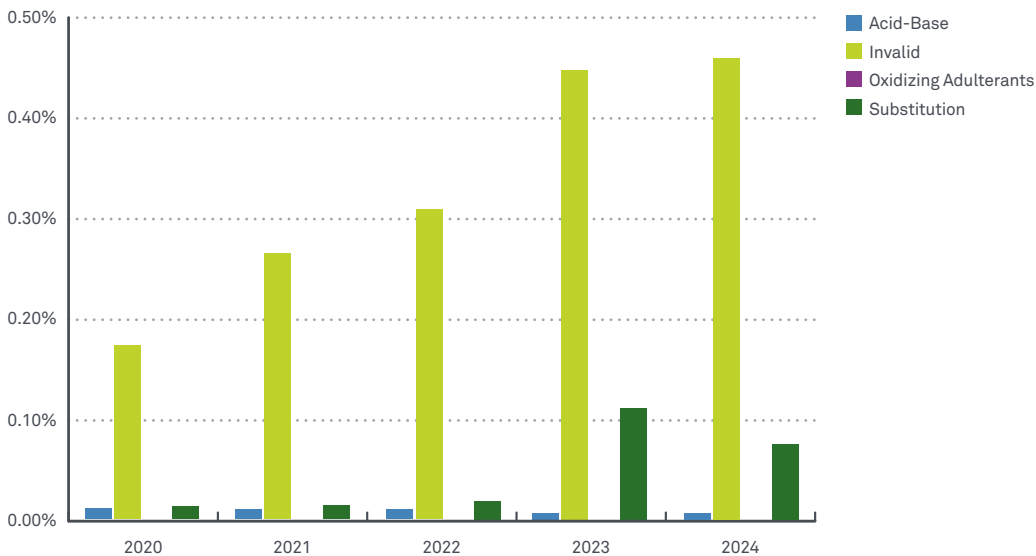


SVT Category	2020	2021	2022	2023	2024
Acid-Base	0.009%	0.009%	0.008%	0.008%	0.008%
Invalid	0.20%	0.26%	0.30%	0.41%	0.40%
Oxidizing Adulterants	0.000%	0.000%	0.000%	0.000%	0.000%
Substitution	0.016%	0.014%	0.017%	0.08%	0.05%

^a Specimen validity testing is the evaluation of a specimen to determine if it is consistent with a normal human specimen. Tests for specimen validity include tests to determine whether a specimen is adulterated or substituted.

Non-Negative Rates by Specimen Validity Test (SVT)^a Category | *Annual Report*

Urine Drug Tests – For General U.S. Workforce, as a percentage of all such tests

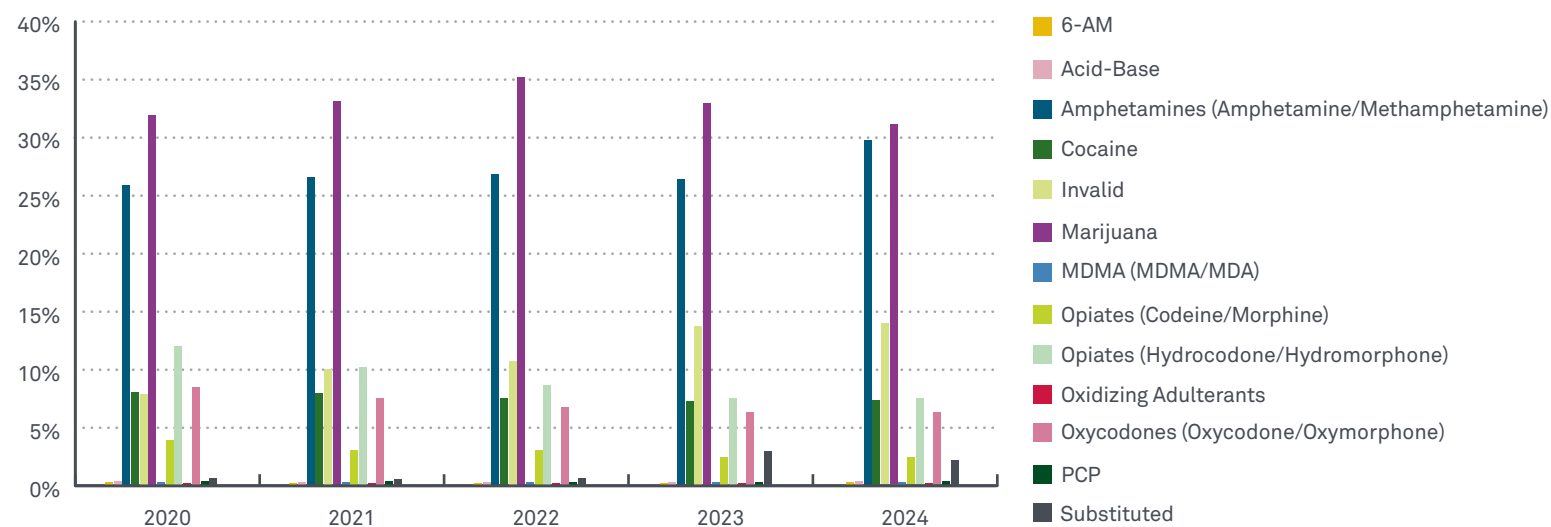


SVT Category	2020	2021	2022	2023	2024
Acid-Base	0.009%	0.009%	0.009%	0.008%	0.007%
Invalid	0.17%	0.26%	0.31%	0.45%	0.46%
Oxidizing Adulterants	0.000%	0.000%	0.000%	0.000%	0.000%
Substitution	0.012%	0.013%	0.015%	0.11%	0.07%

^a Specimen validity testing is the evaluation of a specimen to determine if it is consistent with a normal human specimen. Tests for specimen validity include tests to determine whether a specimen is adulterated or substituted.

Non-Negative Rates by Drug/SVT Category | *Annual Report*

Urine Drug Tests – For Federally Mandated, Safety-Sensitive Workforce, as a percentage of all non-negatives

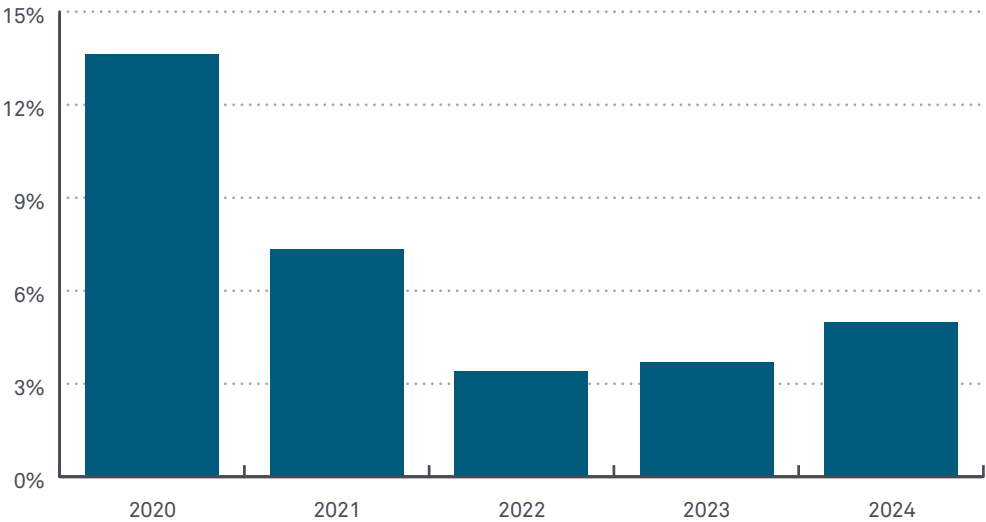


Drug/SVT Category	2020	2021	2022	2023	2024
6-AM	0.31%	0.18%	0.11%	0.11%	0.23%
Acid-Base	0.35%	0.33%	0.29%	0.29%	0.30%
Amphetamines (Amphetamine/ Methamphetamine)	25.9%	26.6%	26.8%	26.2%	29.4%
Cocaine	8.1%	8.0%	7.6%	7.2%	7.1%
Invalid	7.9%	10.0%	10.9%	14.1%	14.3%
Marijuana	31.9%	33.1%	35.2%	32.9%	31.1%
MDMA (MDMA/MDA)	0.09%	0.08%	0.09%	0.10%	0.17%

Drug/SVT Category	2020	2021	2022	2023	2024
Opiates (Codeine/Morphine)	3.9%	3.1%	3.0%	2.4%	2.2%
Opiates (Hydrocodone/ Hydromorphone)	12.0%	10.2%	8.6%	7.6%	7.3%
Oxidizing Adulterants	0.000%	0.000%	0.000%	0.000%	0.000%
Oxycodones (Oxycodone/Oxymorphone)	8.5%	7.5%	6.5%	6.0%	5.9%
PCP	0.43%	0.38%	0.33%	0.29%	0.28%
Substituted	0.65%	0.56%	0.60%	2.7%	1.8%

Positivity Rates by Testing Category | *Annual Report*

Oral Fluid Drug Tests – For General U.S. Workforce

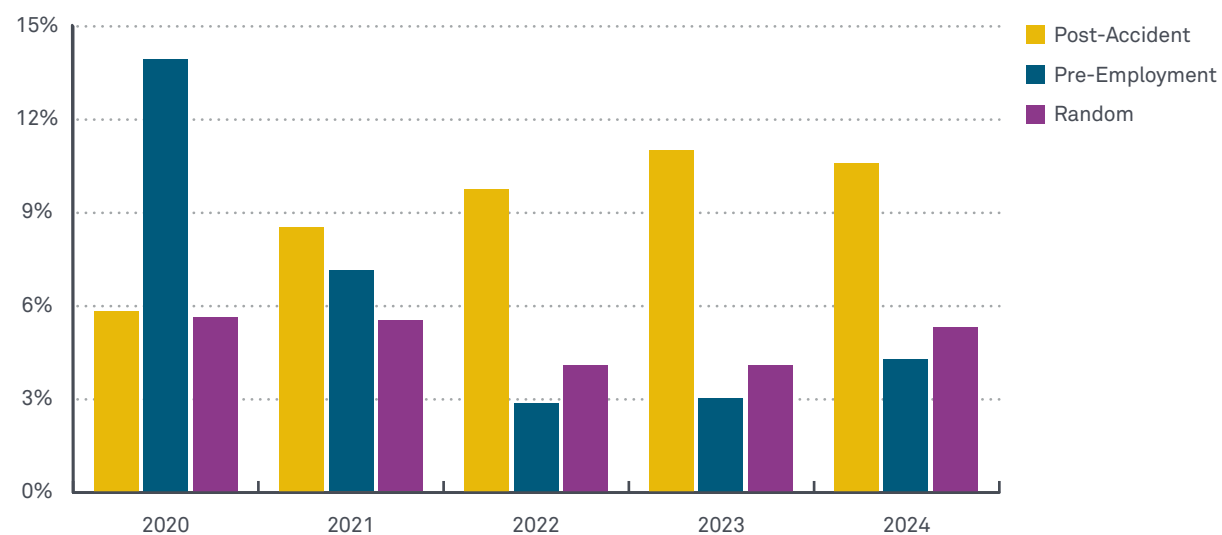


Testing Category	2020	2021	2022	2023	2024
General U.S. Workforce	13.6%	7.3%	3.2%	3.3%	5.4%

Oral fluid decrease (2020-2022) driven by changes in marijuana testing.

Positivity Rates by Testing Reason | *Annual Report*

Oral Fluid Drug Tests – For General U.S. Workforce

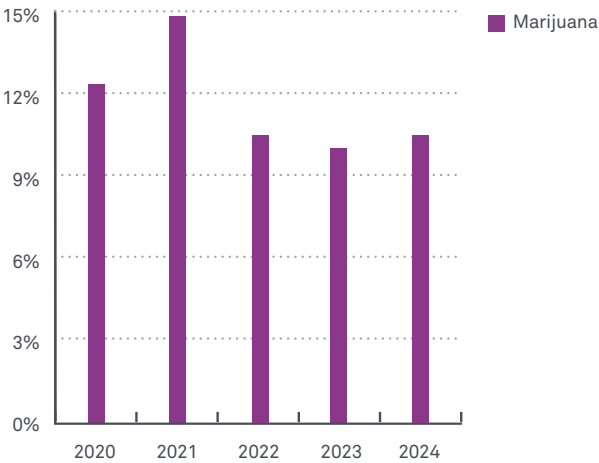
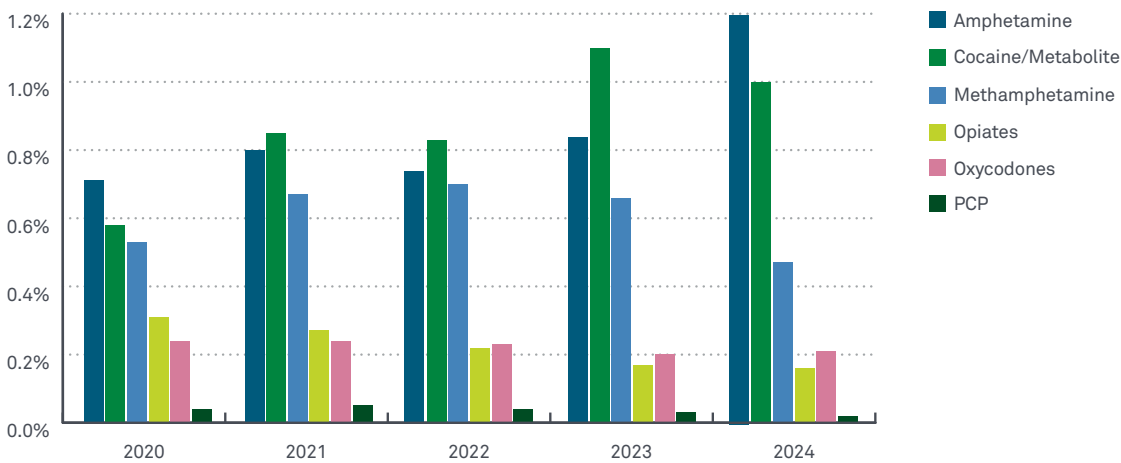


Testing Reason	2020	2021	2022	2023	2024
Post-Accident	5.8%	8.5%	9.9%	10.9%	10.5%
Pre-Employment	13.9%	7.1%	2.8%	3.0%	4.6%
Random	5.6%	5.5%	4.2%	4.2%	5.4%

Changes in marijuana testing impacted positivity rates (2020-2022).

Positivity Rates by Drug Category | *Annual Report*

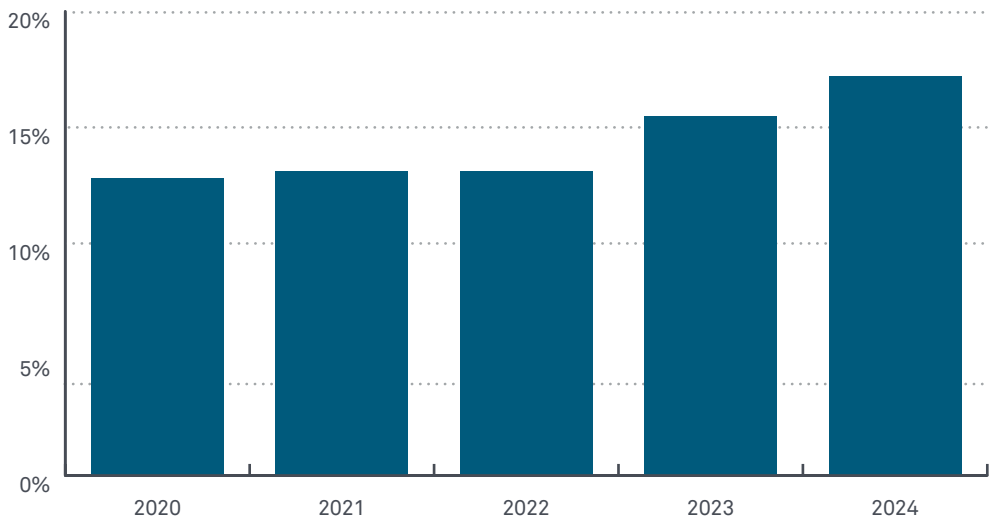
Oral Fluid Drug Tests – For General U.S. Workforce



Drug Category	2020	2021	2022	2023	2024
Amphetamine	0.71%	0.80%	0.74%	0.84%	1.2%
Cocaine/Metabolite	0.58%	0.85%	0.83%	1.1%	1.0%
Marijuana	12.3%	14.8%	10.4%	9.9%	10.4%
Methamphetamine	0.53%	0.67%	0.70%	0.66%	0.47%
Opiates	0.31%	0.27%	0.22%	0.17%	0.16%
Oxycodones	0.24%	0.24%	0.23%	0.20%	0.21%
PCP	0.04%	0.05%	0.04%	0.03%	0.019%

Positivity Rates by Testing Category | *Annual Report*

Hair Drug Tests – For General U.S. Workforce



Testing Category	2020	2021	2022	2023	2024
General U.S. Workforce	12.8%	13.1%	13.1%	15.5%	17.2%

Hair technology changed in mid-2021 with more drugs tested and some differing cutoffs.

Positivity Rates by Testing Reason | *Annual Report*

Hair Drug Tests – For General U.S. Workforce

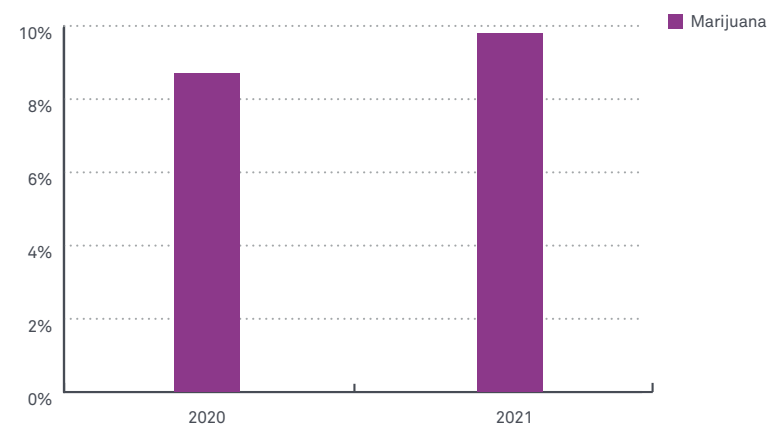
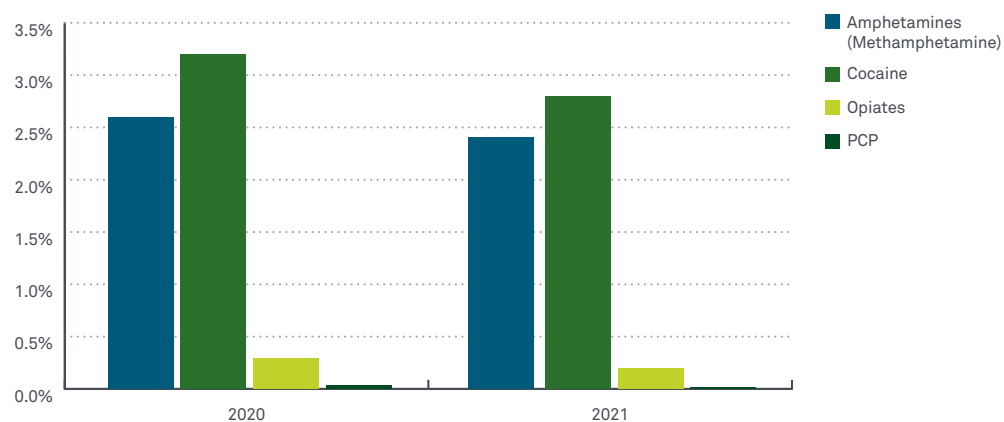


Testing Reason	2020	2021	2022	2023	2024
Pre-Employment	9.8%	10.1%	9.9%	12.5%	13.3%
Random	16.7%	18.3%	19.8%	19.1%	22.5%

Hair technology changed in mid-2021 with more drugs tested and some differing cutoffs.

Positivity Rates by Drug Category | *Annual Report*

Hair Drug Tests – For General U.S. Workforce

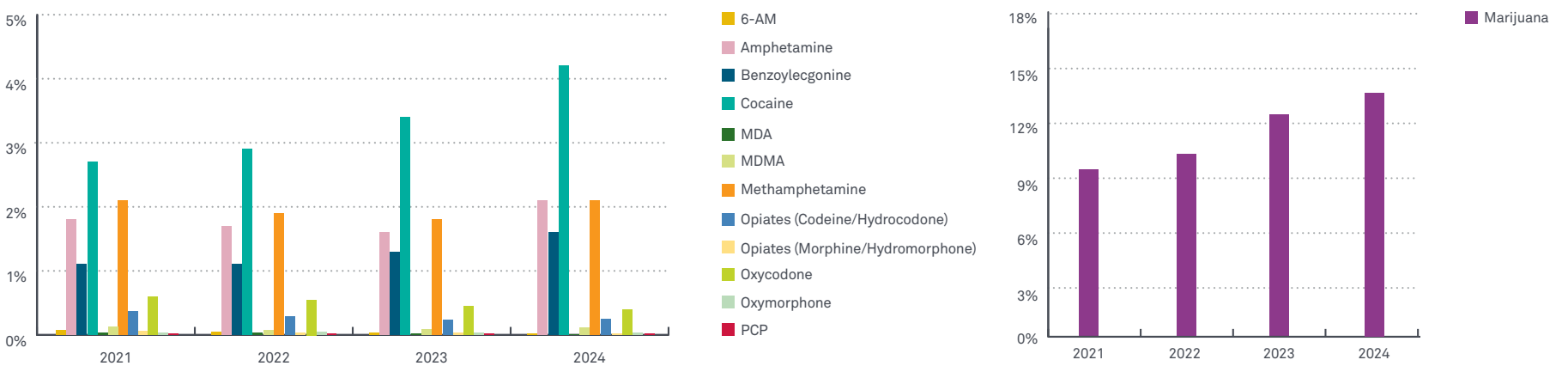


Old Technology

Drug Category	2020	2021
Amphetamines (Methamphetamine)	2.6%	2.4%
Cocaine	3.2%	2.8%
Marijuana	8.7%	9.8%
Opiates	0.29%	0.20%
PCP	0.03%	0.012%

Positivity Rates by Drug Category | *Annual Report*

Hair Drug Tests – For General U.S. Workforce



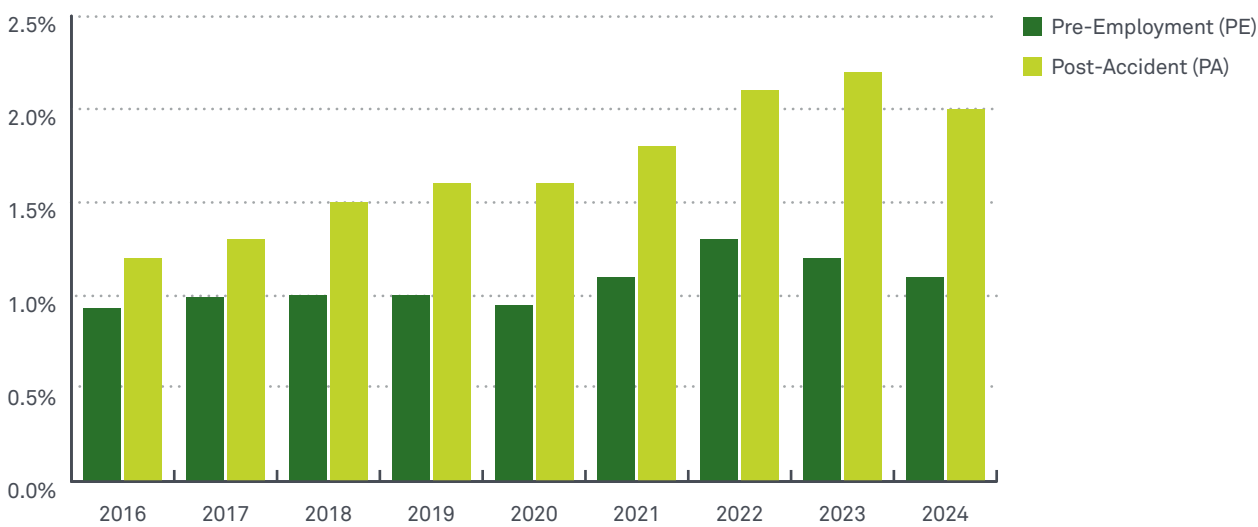
New Technology

Drug Category	2021	2022	2023	2024
6-AM	0.08%	0.05%	0.04%	0.02%
Amphetamine	1.8%	1.7%	1.6%	2.1%
Benzoyllecgonine	1.1%	1.1%	1.3%	1.6%
Cocaine	2.7%	2.9%	3.4%	4.2%
Marijuana	9.5%	10.3%	12.5%	13.6%
MDA	0.03%	0.02%	0.02%	0.013%
MDMA	0.13%	0.08%	0.09%	0.12%

Drug Category	2021	2022	2023	2024
Methamphetamine	2.1%	1.9%	1.8%	2.1%
Opiates (Codeine/Hydrocodone)	0.37%	0.29%	0.24%	0.25%
Opiates (Morphine/Hydromorphone)	0.06%	0.04%	0.03%	0.02%
Oxycodone	0.60%	0.56%	0.45%	0.40%
Oxymorphone	0.03%	0.05%	0.03%	0.04%
PCP	0.02%	0.02%	0.02%	0.02%

Post-Accident vs Pre-Employment Positivity Rates for Marijuana | *Annual Report*

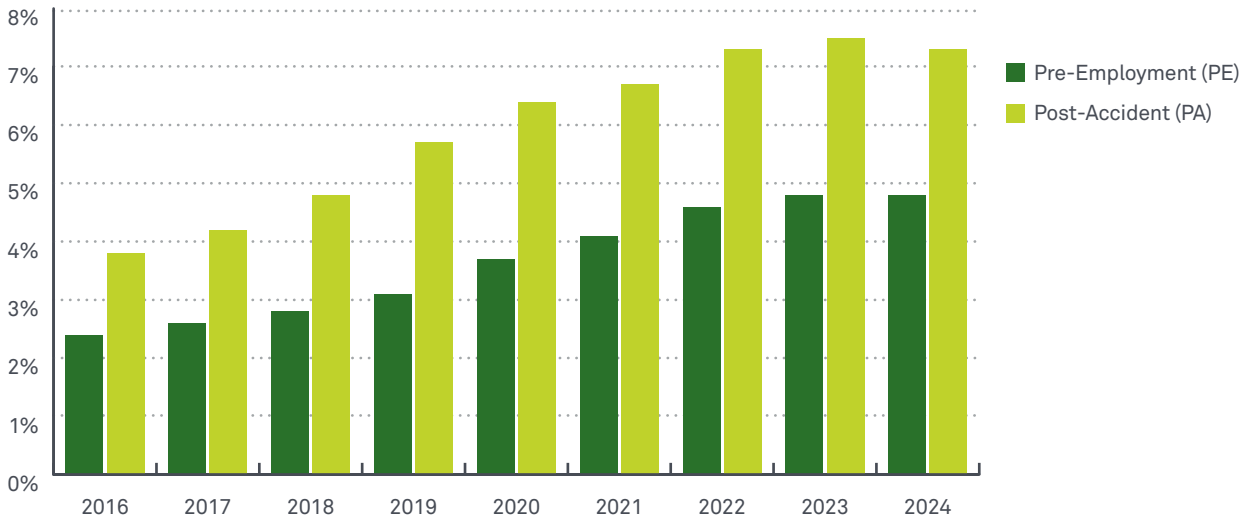
Urine Drug Tests – For Federally Mandated, Safety-Sensitive Workforce, as a percentage of all such tests



Drug Category	2016	2017	2018	2019	2020	2021	2022	2023	2024
Pre-Employment (PE)	0.93%	0.99%	1.0%	1.0%	0.95%	1.1%	1.3%	1.2%	1.1%
Post-Accident (PA)	1.2%	1.3%	1.5%	1.6%	1.6%	1.8%	2.1%	2.2%	2.0%
% Difference PE vs PA	29.0%	31.3%	50.0%	60.0%	68.4%	63.6%	61.5%	83.3%	81.8%

Post-Accident vs Pre-Employment Positivity Rates for Marijuana | *Annual Report*

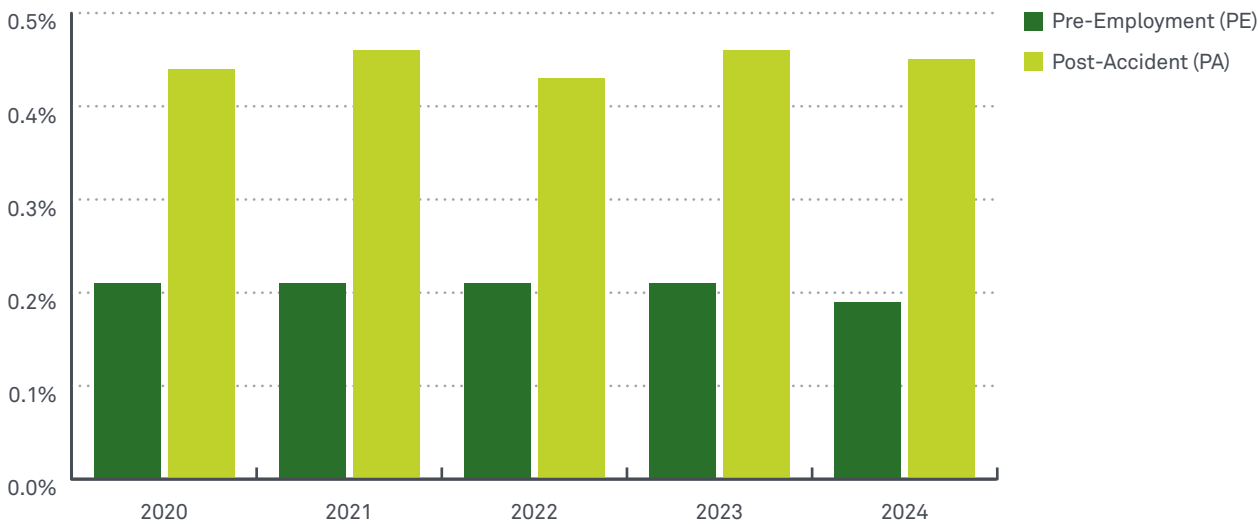
Urine Drug Tests – For General U.S. Workforce, as a percentage of all such tests



Drug Category	2016	2017	2018	2019	2020	2021	2022	2023	2024
Pre-Employment (PE)	2.4%	2.6%	2.8%	3.1%	3.7%	4.1%	4.6%	4.8%	4.8%
Post-Accident (PA)	3.8%	4.2%	4.8%	5.7%	6.4%	6.7%	7.3%	7.5%	7.3%
% Difference PE vs PA	58.3%	61.5%	71.4%	83.9%	73.0%	63.4%	58.7%	56.3%	52.1%

Post-Accident vs Pre-Employment Positivity Rates for Cocaine | *Annual Report*

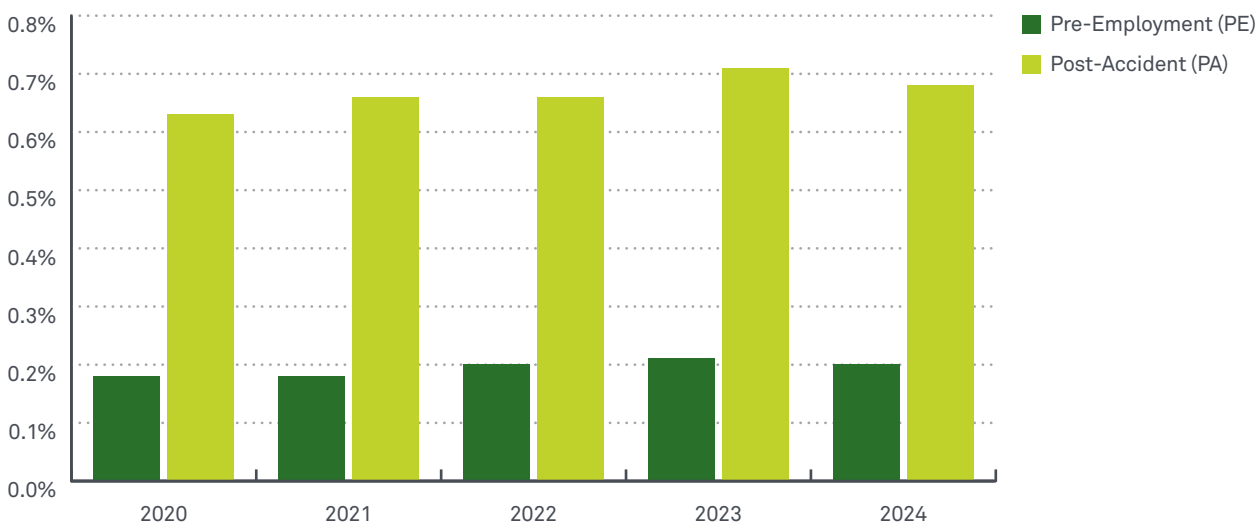
Urine Drug Tests – For Federally Mandated, Safety-Sensitive Workforce, as a percentage of all such tests



Drug Category	2020	2021	2022	2023	2024
Pre-Employment (PE)	0.21%	0.21%	0.21%	0.21%	0.19%
Post-Accident (PA)	0.44%	0.46%	0.43%	0.46%	0.45%
% Difference PE vs PA	109.5%	119.0%	104.8%	119.0%	136.8%

Post-Accident vs Pre-Employment Positivity Rates for Cocaine | *Annual Report*

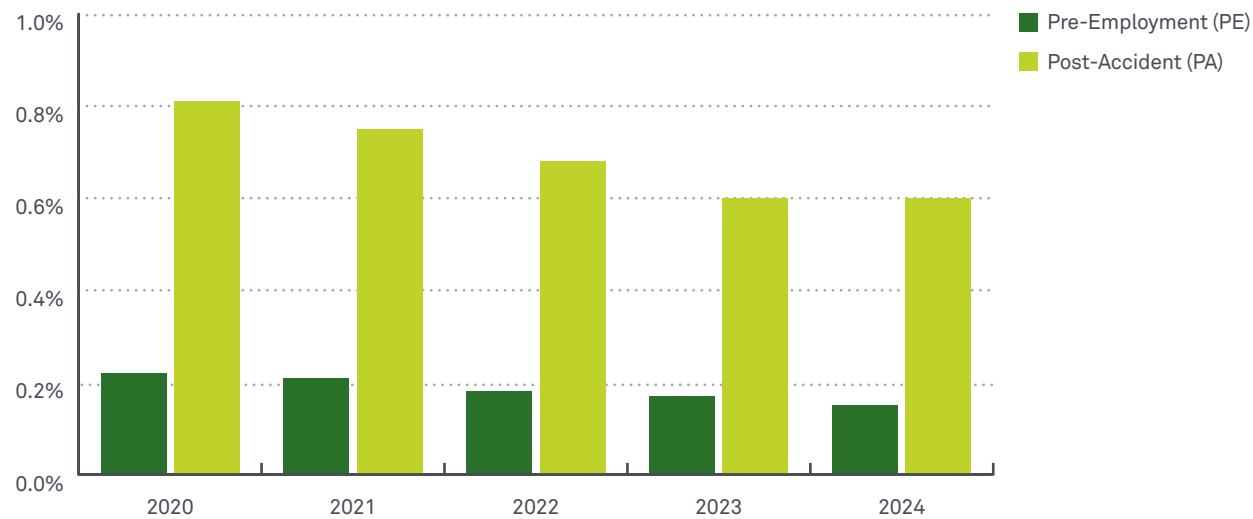
Urine Drug Tests – For General U.S. Workforce, as a percentage of all such tests



Drug Category	2020	2021	2022	2023	2024
Pre-Employment (PE)	0.18%	0.18%	0.20%	0.21%	0.20%
Post-Accident (PA)	0.63%	0.66%	0.66%	0.71%	0.68%
% Difference PE vs PA	250.0%	266.7%	230.0%	238.1%	240.0%

Post-Accident vs Pre-Employment Positivity Rates for Opiates (Hydrocodone/Hydromorphone) | *Annual Report*

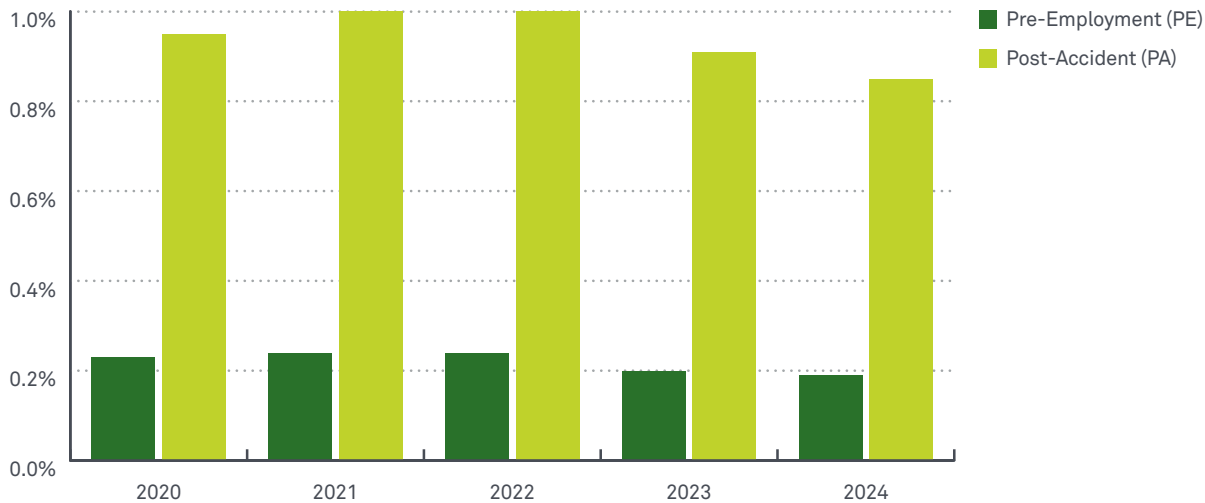
Urine Drug Tests – For Federally Mandated, Safety-Sensitive Workforce, as a percentage of all such tests



Drug Category	2020	2021	2022	2023	2024
Pre-Employment (PE)	0.22%	0.21%	0.18%	0.17%	0.15%
Post-Accident (PA)	0.81%	0.75%	0.68%	0.60%	0.60%
% Difference PE vs PA	268.2%	257.1%	277.8%	252.9%	300.0%

Post-Accident vs Pre-Employment Positivity Rates for Opiates (Hydrocodone/Hydromorphone) | *Annual Report*

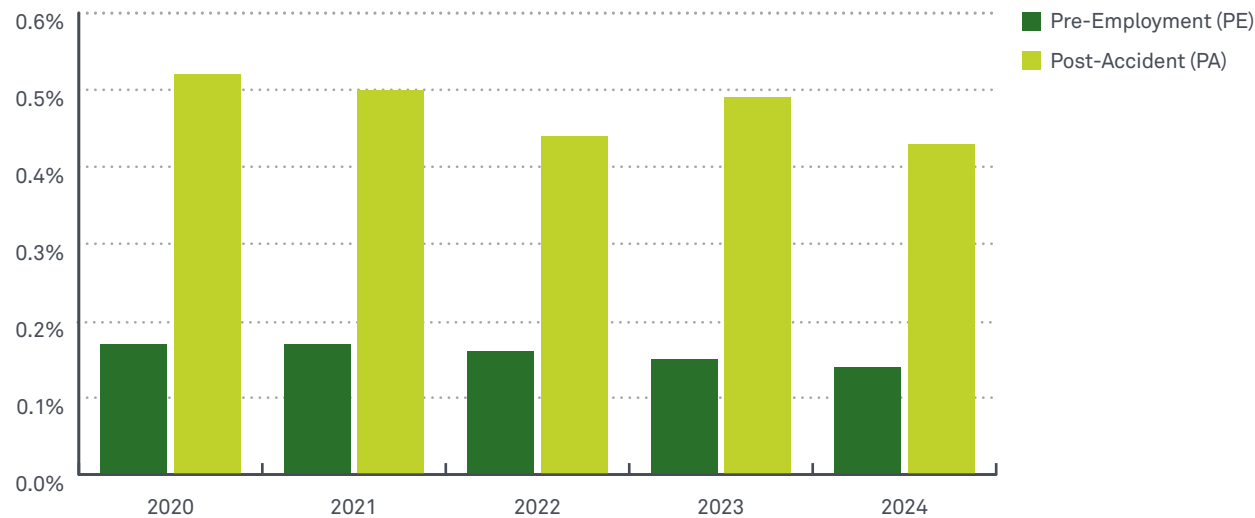
Urine Drug Tests – For General U.S. Workforce, as a percentage of all such tests



Drug Category	2020	2021	2022	2023	2024
Pre-Employment (PE)	0.23%	0.24%	0.24%	0.20%	0.19%
Post-Accident (PA)	0.95%	1.0%	1.0%	0.91%	0.85%
% Difference PE vs PA	313.0%	316.7%	316.7%	355.0%	347.4%

Post-Accident vs Pre-Employment Positivity Rates for Oxycodones (Oxycodone/Oxymorphone) | *Annual Report*

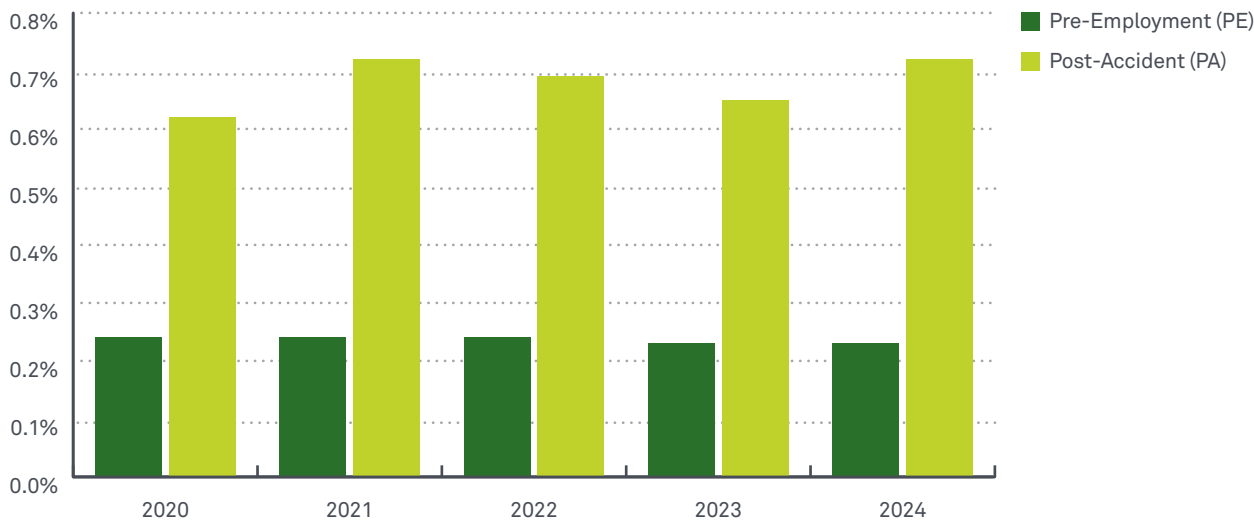
Urine Drug Tests – For Federally Mandated, Safety-Sensitive Workforce, as a percentage of all such tests



Drug Category	2020	2021	2022	2023	2024
Pre-Employment (PE)	0.17%	0.17%	0.16%	0.15%	0.14%
Post-Accident (PA)	0.52%	0.50%	0.44%	0.49%	0.43%
% Difference PE vs PA	205.9%	194.1%	175.0%	226.7%	207.1%

Post-Accident vs Pre-Employment Positivity Rates for Oxycodones (Oxycodone/Oxymorphone) | *Annual Report*

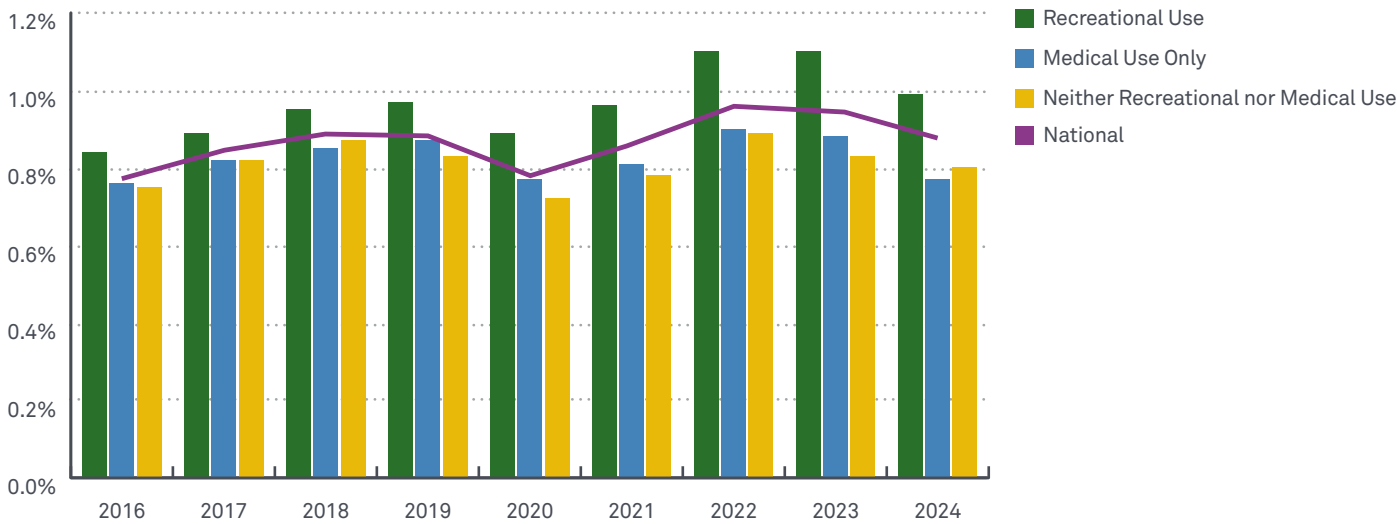
Urine Drug Tests – For General U.S. Workforce, as a percentage of all such tests



Drug Category	2020	2021	2022	2023	2024
Pre-Employment (PE)	0.24%	0.24%	0.24%	0.23%	0.23%
Post-Accident (PA)	0.62%	0.72%	0.69%	0.65%	0.72%
% Difference PE vs PA	158.3%	200.0%	187.5%	182.6%	213.0%

Marijuana Positivity by 2024 State Legalized Use Status – Urine Drug Tests | *Annual Report*

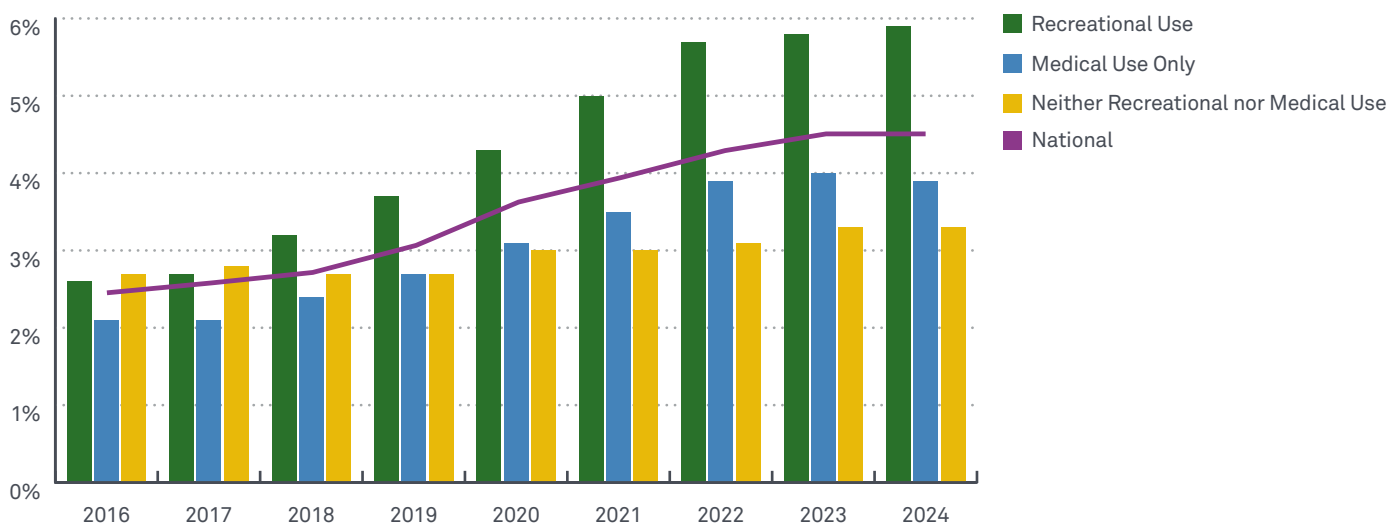
For Federally Mandated, Safety-Sensitive Workforce, as a percentage of all tests for Marijuana Metabolite



Drug Category	2016	2017	2018	2019	2020	2021	2022	2023	2024
Recreational Use	0.83%	0.88%	0.93%	0.95%	0.87%	0.93%	1.1%	1.1%	0.99%
Medical Use Only	0.76%	0.82%	0.87%	0.89%	0.78%	0.84%	0.93%	0.88%	0.77%
Neither Recreational nor Medical Use	0.75%	0.82%	0.87%	0.83%	0.72%	0.78%	0.89%	0.83%	0.80%
National	0.78%	0.84%	0.88%	0.88%	0.79%	0.86%	0.98%	0.95%	0.87%

Marijuana Positivity by 2024 State Legalized Use Status – Urine Drug Tests | *Annual Report*

For General U.S. Workforce, as a percentage of all tests for Marijuana Metabolite



Drug Category	2016	2017	2018	2019	2020	2021	2022	2023	2024
Recreational Use	2.5%	2.7%	3.1%	3.6%	4.1%	4.8%	5.5%	5.8%	5.9%
Medical Use Only	2.1%	2.1%	2.4%	2.7%	3.2%	3.6%	4.0%	4.0%	3.9%
Neither Recreational nor Medical Use	2.7%	2.8%	2.7%	2.7%	3.0%	3.0%	3.1%	3.3%	3.3%
National	2.5%	2.6%	2.8%	3.1%	3.6%	3.9%	4.3%	4.5%	4.5%

Drug Testing Index™ Industry Insights

Quest examines patterns of industry-specific workplace drug use among the American workforce

The North American Industry Classification System (NAICS) is the standard used by federal statistical agencies of Canada, Mexico and the U.S. in classifying business establishments for the purpose of collecting, analyzing and publishing statistical data related to the economy. Defining an industry using a production-oriented concept means companies with the same NAICS code share production processes and technologies when producing goods and services. Simply put, an NAICS code identifies a company's primary business activity and allows a comparison of companies in like industries across the continent.

Using a hierarchical structure, an NAICS code is a 6-digit coding system that classifies all economic activity into 20 industry sectors; 5 sectors produce goods and 15 provide some type of service. Each digit in an NAICS code gradually narrows the categories. The first 2 digits of the NAICS code indicate the industry sector—the largest business sector in which a company operates. The third digit is the subsector and the fourth digit is the industry group. The fifth digit designates the NAICS industry and the sixth and final digit designates a company's national industry.

In 1997, the Standard Industrial Classification (SIC) 4-digit system was replaced by NAICS to simplify and modernize the comparison of industries. NAICS undergoes a planned review every 5 years to ensure it remains relevant.

Our data was classified by the industry sector identifier of a company's headquarters location using the most recent system, *2022 NAICS Manual: United States*, detailing 1,012 industries. For more information, visit www.census.gov/eos/www/naics/.





North American Industry Classification System

Methodology

This report of drug use patterns by industry is based on a five-year analysis of American companies that drug test with Quest Diagnostics. Data from urine drug tests include overall positivity rates by industry and by drug category for marijuana, cocaine, opiates, amphetamines and methamphetamine.

- Data includes laboratory-based urine drug tests submitted by the general U.S. workforce for routine testing. Rehabilitation, criminal justice and federally mandated, safety-sensitive testing data are excluded. Positive results are tabulated prior to Medical Review Officer (MRO) evaluation
- Each company is categorized by a single NAICS code. If a company can be categorized by multiple NAICS codes, it is assigned 1 code based on its largest revenue-producing report
- An industry must meet an average annual minimum volume of at least 50,000 urine drug tests to be included in our output. Six NAICS sectors are not included in our data due to insufficient volume. Those sectors are: Agriculture, Forestry, Fishing and Hunting (11); Mining, Quarrying and Oil and Gas Extraction (21); Utilities (22); Management of Companies and Enterprises (55); Arts, Entertainment and Recreation (71), and Accommodation and Food Services (72)
- Shifts in customers and testing volume may influence positivity rates over time
- More than 90% of our general U.S. workforce urine testing volume has been categorized. Data are excluded if a company is unable to be reliably classified into a category

Industry Descriptions



11 | Agriculture, Forestry, Fishing and Hunting

Activities of this sector include growing crops, raising animals, harvesting timber and harvesting fish and other animals from farms, ranches or the animals' natural habitats.



21 | Mining, Quarrying and Oil and Gas Extraction

Activities of this sector include extracting naturally occurring mineral solids, such as coal and ore; liquid minerals, such as crude petroleum; gases, such as natural gas; and beneficiating (eg, crushing, screening, washing and flotation) and other preparation at the mine site or as part of mining activity.



22 | Utilities

Activities of this sector include generating, transmitting and/or distributing electricity, gas, steam and water and removing sewage through a permanent infrastructure of lines, mains and pipe.



23 | Construction

Activities of this sector involve erecting buildings and other structures (including additions); heavy construction other than buildings; and alterations, reconstruction, installation and maintenance and repairs.



31-33 | Manufacturing

Activities of this sector involve the mechanical, physical or chemical transformation of materials, substances or components into new products.



42 | Wholesale Trade

Activities of this sector involve selling or arranging for the purchase or sale of goods for resale; capital or durable nonconsumer goods; and raw and intermediate materials and supplies used in production. It also involves providing services incidental to the sale of the merchandise.



44-45 | Retail Trade

Activities of this sector include retailing merchandise generally in small quantities to the general public and providing services incidental to the sale of the merchandise.



48-49 | Transportation and Warehousing

Activities of this sector involve providing transportation of passengers and cargo, warehousing and storing goods, scenic and sightseeing transportation and supporting these activities.



51 | Information

Activities of this sector include distributing information and cultural products, providing the means to transmit or distribute these products as data or communications and processing data.



52 | Finance and Insurance

Activities of this sector involve the creation, liquidation or change in ownership of financial assets (financial transactions) and/or facilitating financial transactions.



53 | Real Estate, Rental and Leasing

Activities of this sector include renting, leasing, or otherwise allowing the use of tangible or intangible assets (except copyrighted works) and providing related services.



54 | Professional, Scientific and Technical Services

Activities of this sector include performing professional, scientific and technical services for the operations of other organizations.



55 | Management of Companies and Enterprises

Activities of this sector involve the holding of securities of companies and enterprises for the purpose of owning controlling interest or influencing their management decisions or administering, overseeing and managing other establishments of the same company or enterprise and normally undertaking the strategic or organizational planning and decision-making role of the company or enterprise.



56 | Administrative Support, Waste Management and Remediation Services

Activities of this sector include performing routine support activities for the day-to-day operations of other organizations.



61 | Educational Services

Activities of this sector include providing instruction and training in a wide variety of subjects.



62 | Health Care and Social Assistance

Activities of this sector include providing health care and social assistance for individuals.



71 | Arts, Entertainment and Recreation

Activities of this sector include operating or providing services to meet varied cultural, entertainment and recreational interests of patrons.



.81 | Other Services (except Public Administration)

Activities of this sector include providing services not elsewhere specified, including repairs, religious activities, grantmaking, advocacy, laundry, personal care, death care and other personal services.



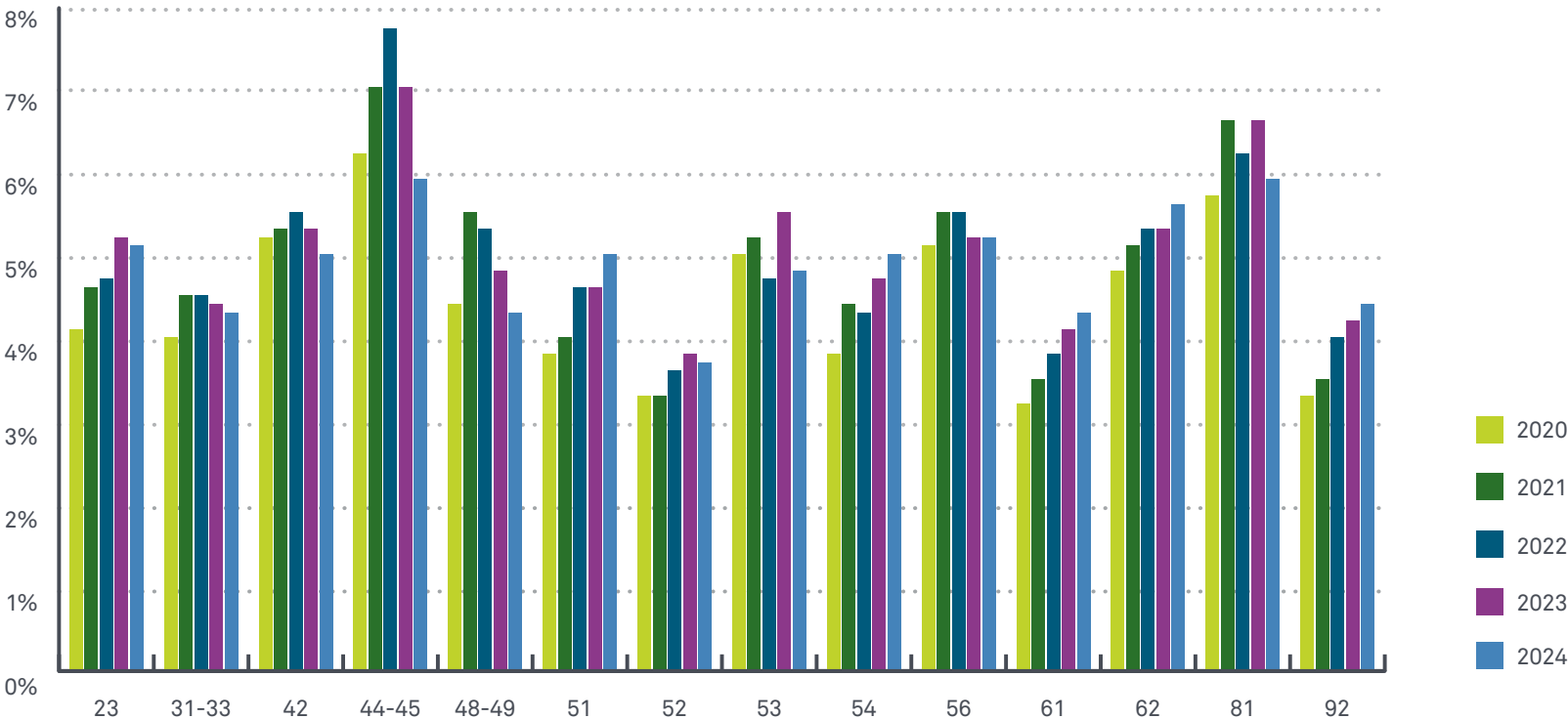
92 | Public Administration

Activities of this sector include administration, management and oversight of public programs by federal, state and local governments.

Source: United States Census Bureau, Office of Management and Budget

Overall Positivity Rates | *Industry Insights*

Urine Drug Tests - General U.S. Workforce

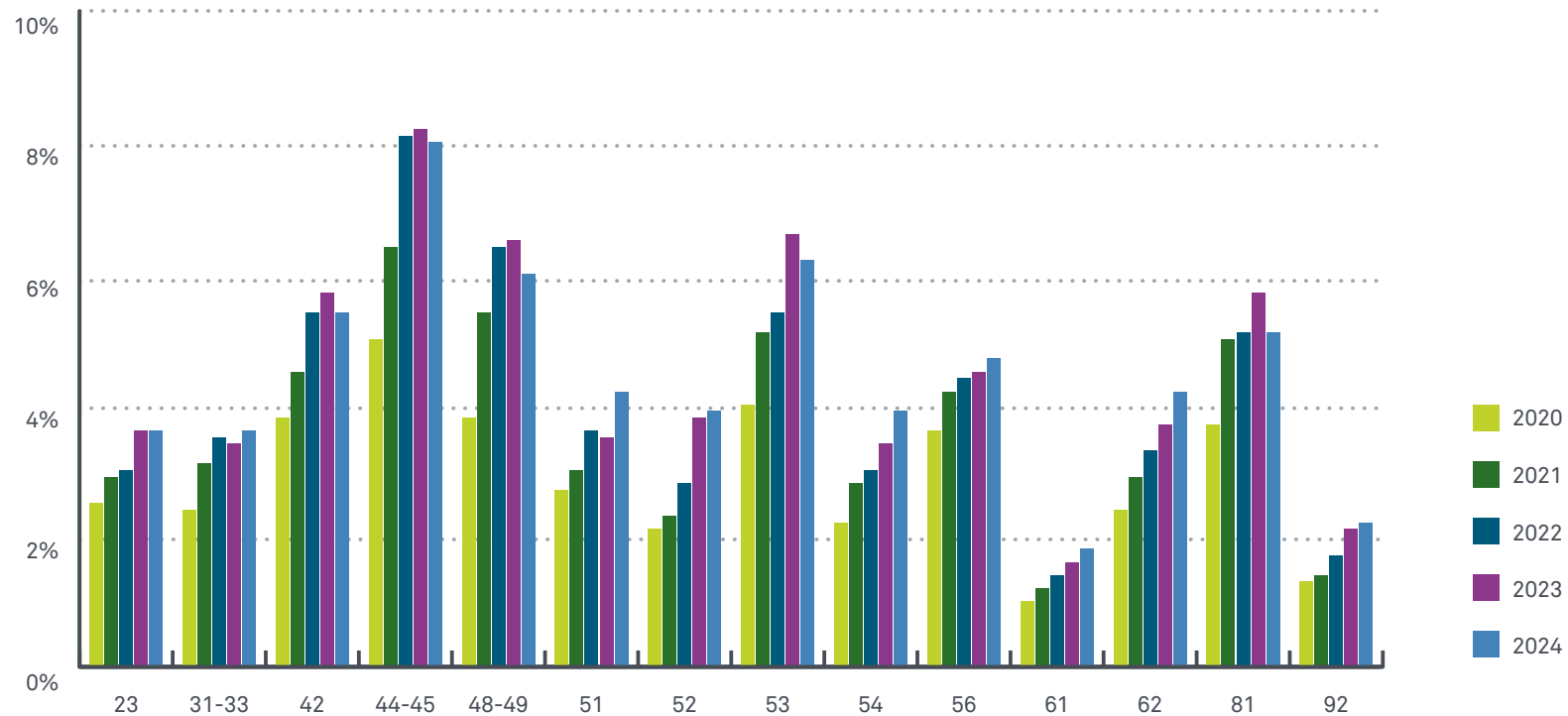


Industry	2020	2021	2022	2023	2024
Administrative Support, Waste Management and Remediation Services ⁵⁶	5.1%	5.5%	5.5%	5.2%	5.2%
Construction ²³	4.1%	4.6%	4.7%	5.2%	5.1%
Educational Services ⁶¹	3.2%	3.5%	3.8%	4.1%	4.3%
Finance and Insurance ⁵²	3.3%	3.3%	3.6%	3.8%	3.7%
Health Care and Social Assistance ⁶²	4.8%	5.1%	5.3%	5.3%	5.6%
Information ⁵¹	3.8%	4.0%	4.6%	4.6%	5.0%
Manufacturing ³¹⁻³³	4.0%	4.5%	4.5%	4.4%	4.3%

Industry	2020	2021	2022	2023	2024
Other Services (except Public Administration) ⁸¹	5.7%	6.6%	6.2%	6.6%	5.9%
Professional, Scientific and Technical ⁵⁴	3.8%	4.4%	4.3%	4.7%	5.0%
Public Administration ⁹²	3.3%	3.5%	4.0%	4.2%	4.4%
Real Estate, Rental and Leasing ⁵³	5.0%	5.2%	4.7%	5.5%	4.8%
Retail Trade ⁴⁴⁻⁴⁵	6.2%	7.0%	7.7%	7.0%	5.9%
Transportation and Warehousing ⁴⁸⁻⁴⁹	4.4%	5.5%	5.3%	4.8%	4.3%
Wholesale Trade ⁴²	5.2%	5.3%	5.5%	5.3%	5.0%

Positivity Rates by Drug: Marijuana | *Industry Insights*

Urine Drug Tests - General U.S. Workforce

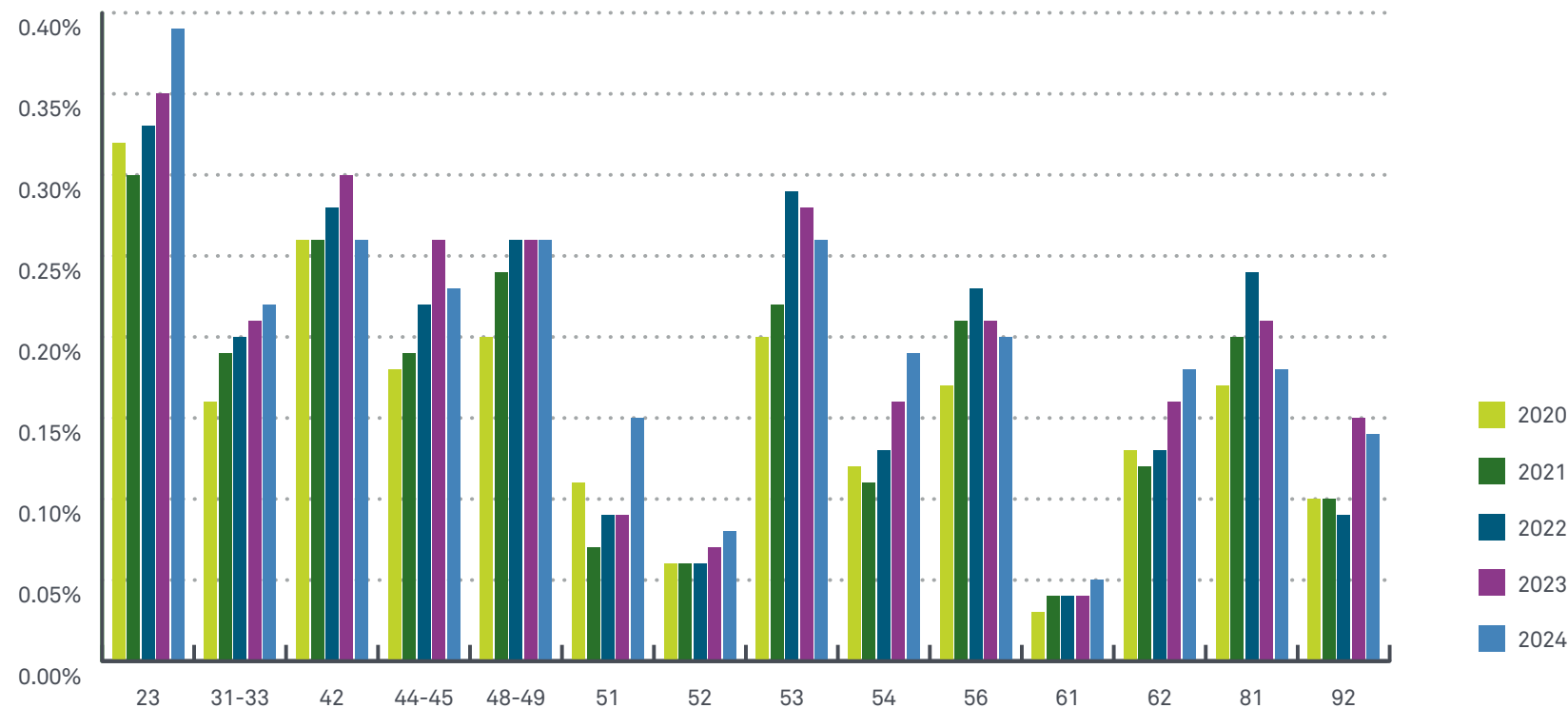


Industry	2020	2021	2022	2023	2024
Administrative Support, Waste Management and Remediation Services ⁵⁶	3.6%	4.2%	4.4%	4.5%	4.7%
Construction ²³	2.5%	2.9%	3.0%	3.6%	3.6%
Educational Services ⁶¹	1.0%	1.2%	1.4%	1.6%	1.8%
Finance and Insurance ⁵²	2.1%	2.3%	2.8%	3.8%	3.9%
Health Care and Social Assistance ⁶²	2.4%	2.9%	3.3%	3.7%	4.2%
Information ⁵¹	2.7%	3.0%	3.6%	3.5%	4.2%
Manufacturing ³¹⁻³³	2.4%	3.1%	3.5%	3.4%	3.6%

Industry	2020	2021	2022	2023	2024
Other Services (except Public Administration) ⁸¹	3.7%	5.0%	5.1%	5.7%	5.1%
Professional, Scientific and Technical ⁵⁴	2.2%	2.8%	3.0%	3.4%	3.9%
Public Administration ⁹²	1.3%	1.4%	1.7%	2.1%	2.2%
Real Estate, Rental and Leasing ⁵³	4.0%	5.1%	5.4%	6.6%	6.2%
Retail Trade ⁴⁴⁻⁴⁵	5.0%	6.4%	8.1%	8.2%	8.0%
Transportation and Warehousing ⁴⁸⁻⁴⁹	3.8%	5.4%	6.4%	6.5%	6.0%
Wholesale Trade ⁴²	3.8%	4.5%	5.4%	5.7%	5.4%

Positivity Rates by Drug: Cocaine | *Industry Insights*

Urine Drug Tests - General U.S. Workforce

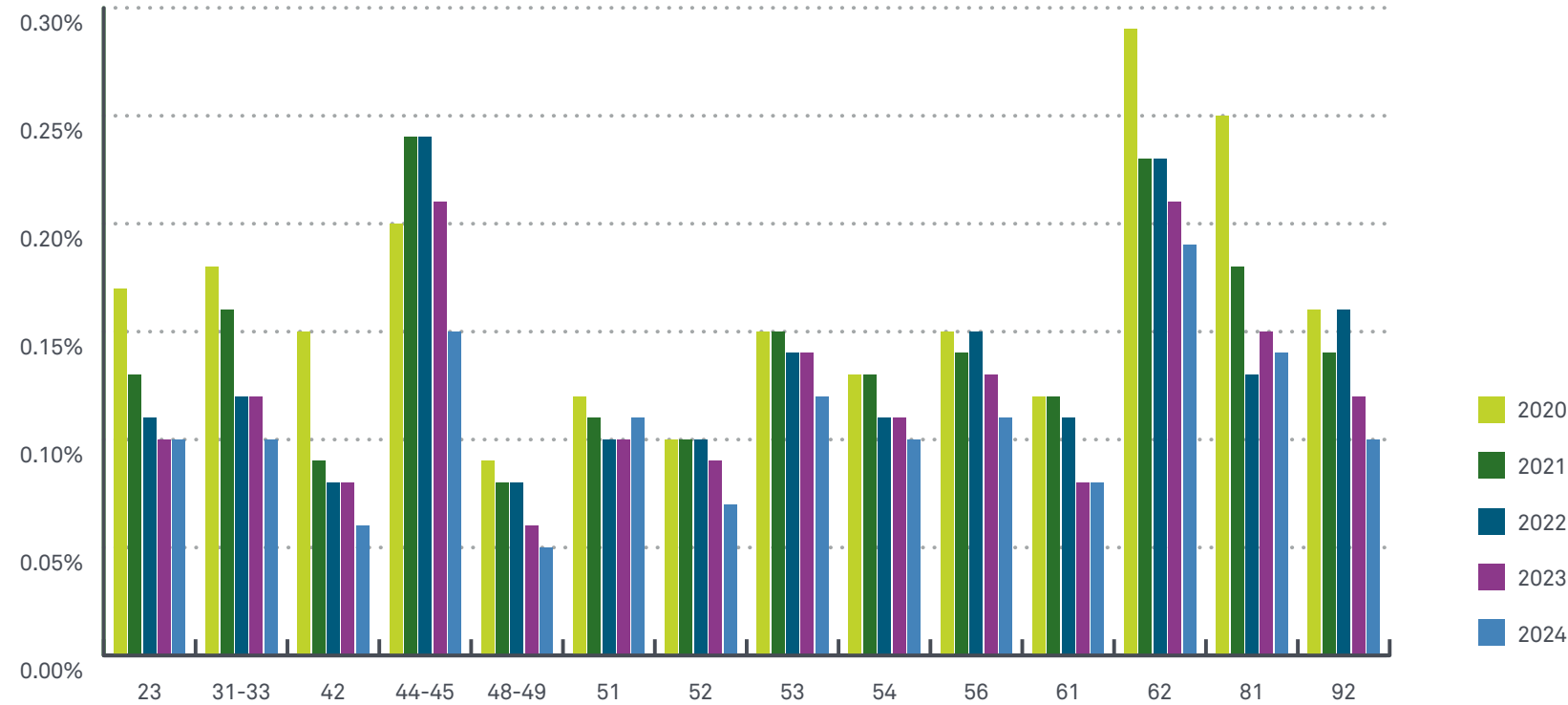


Industry	2020	2021	2022	2023	2024
Administrative Support, Waste Management and Remediation Services ⁵⁶	0.17%	0.21%	0.23%	0.21%	0.20%
Construction ²³	0.32%	0.30%	0.33%	0.35%	0.39%
Educational Services ⁶¹	0.03%	0.04%	0.04%	0.04%	0.05%
Finance and Insurance ⁵²	0.06%	0.06%	0.06%	0.07%	0.08%
Health Care and Social Assistance ⁶²	0.13%	0.12%	0.13%	0.16%	0.18%
Information ⁵¹	0.11%	0.07%	0.09%	0.09%	0.15%
Manufacturing ³¹⁻³³	0.16%	0.19%	0.20%	0.21%	0.22%

Industry	2020	2021	2022	2023	2024
Other Services (except Public Administration) ⁸¹	0.17%	0.20%	0.24%	0.21%	0.18%
Professional, Scientific and Technical ⁵⁴	0.12%	0.11%	0.13%	0.16%	0.19%
Public Administration ⁹²	0.10%	0.10%	0.09%	0.15%	0.14%
Real Estate, Rental and Leasing ⁵³	0.20%	0.22%	0.29%	0.28%	0.26%
Retail Trade ⁴⁴⁻⁴⁵	0.18%	0.19%	0.22%	0.26%	0.23%
Transportation and Warehousing ⁴⁸⁻⁴⁹	0.20%	0.24%	0.26%	0.26%	0.26%
Wholesale Trade ⁴²	0.26%	0.26%	0.28%	0.30%	0.26%

Positivity Rates by Drug: Opiates | *Industry Insights*

Urine Drug Tests - General U.S. Workforce

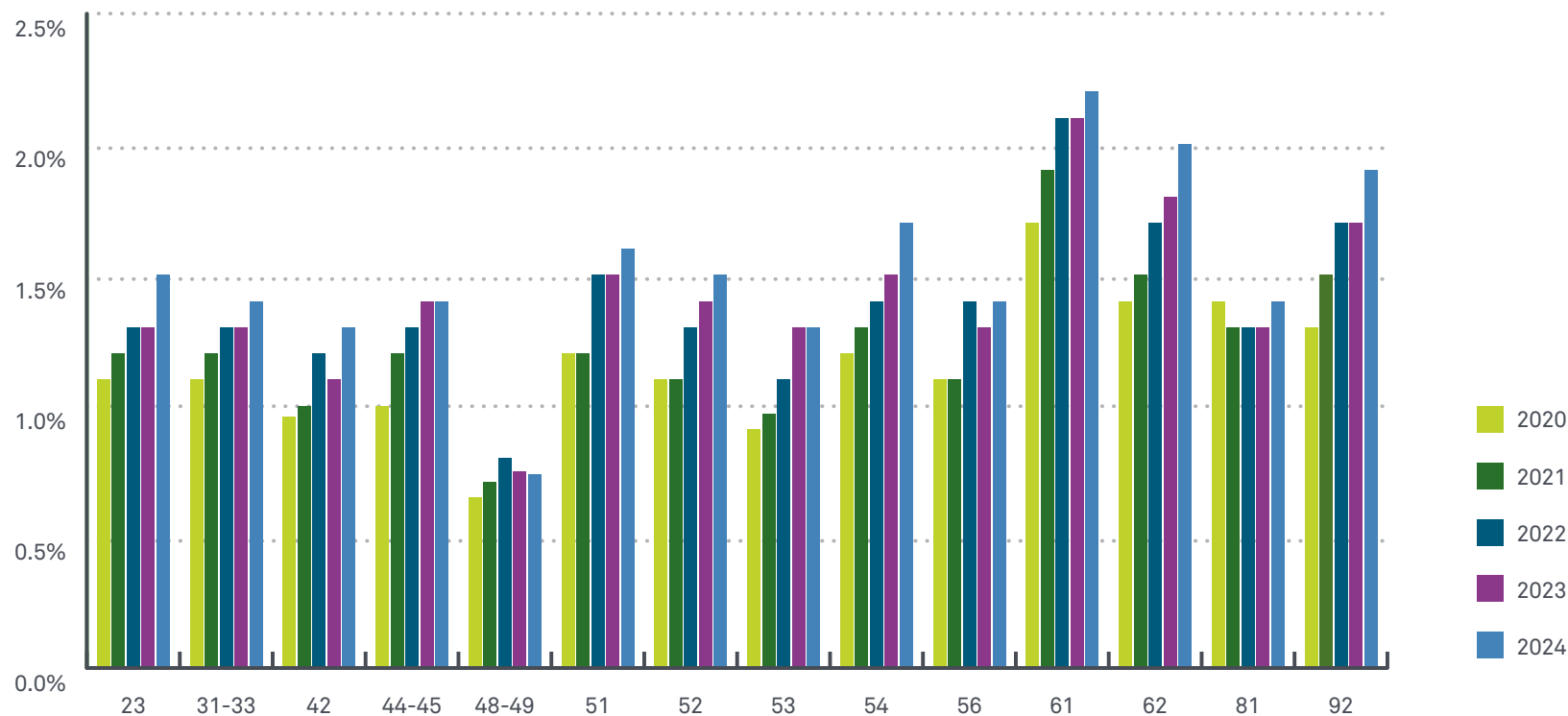


Industry	2020	2021	2022	2023	2024
Administrative Support, Waste Management and Remediation Services ⁵⁶	0.15%	0.14%	0.15%	0.13%	0.11%
Construction ²³	0.17%	0.13%	0.11%	0.10%	0.10%
Educational Services ⁶¹	0.12%	0.12%	0.11%	0.08%	0.08%
Finance and Insurance ⁵²	0.10%	0.10%	0.10%	0.09%	0.07%
Health Care and Social Assistance ⁶²	0.29%	0.23%	0.23%	0.21%	0.19%
Information ⁵¹	0.12%	0.11%	0.10%	0.10%	0.11%
Manufacturing ³¹⁻³³	0.18%	0.16%	0.12%	0.12%	0.10%

Industry	2020	2021	2022	2023	2024
Other Services (except Public Administration) ⁸¹	0.25%	0.18%	0.13%	0.15%	0.14%
Professional, Scientific and Technical ⁵⁴	0.13%	0.13%	0.11%	0.11%	0.10%
Public Administration ⁹²	0.16%	0.14%	0.16%	0.12%	0.10%
Real Estate, Rental and Leasing ⁵³	0.15%	0.15%	0.14%	0.14%	0.12%
Retail Trade ⁴⁴⁻⁴⁵	0.20%	0.24%	0.24%	0.21%	0.15%
Transportation and Warehousing ⁴⁸⁻⁴⁹	0.09%	0.08%	0.08%	0.06%	0.05%
Wholesale Trade ⁴²	0.15%	0.09%	0.08%	0.08%	0.06%

Positivity Rates by Drug: Amphetamines (Amphetamine and Methamphetamine) | Industry Insights

Urine Drug Tests - General U.S. Workforce

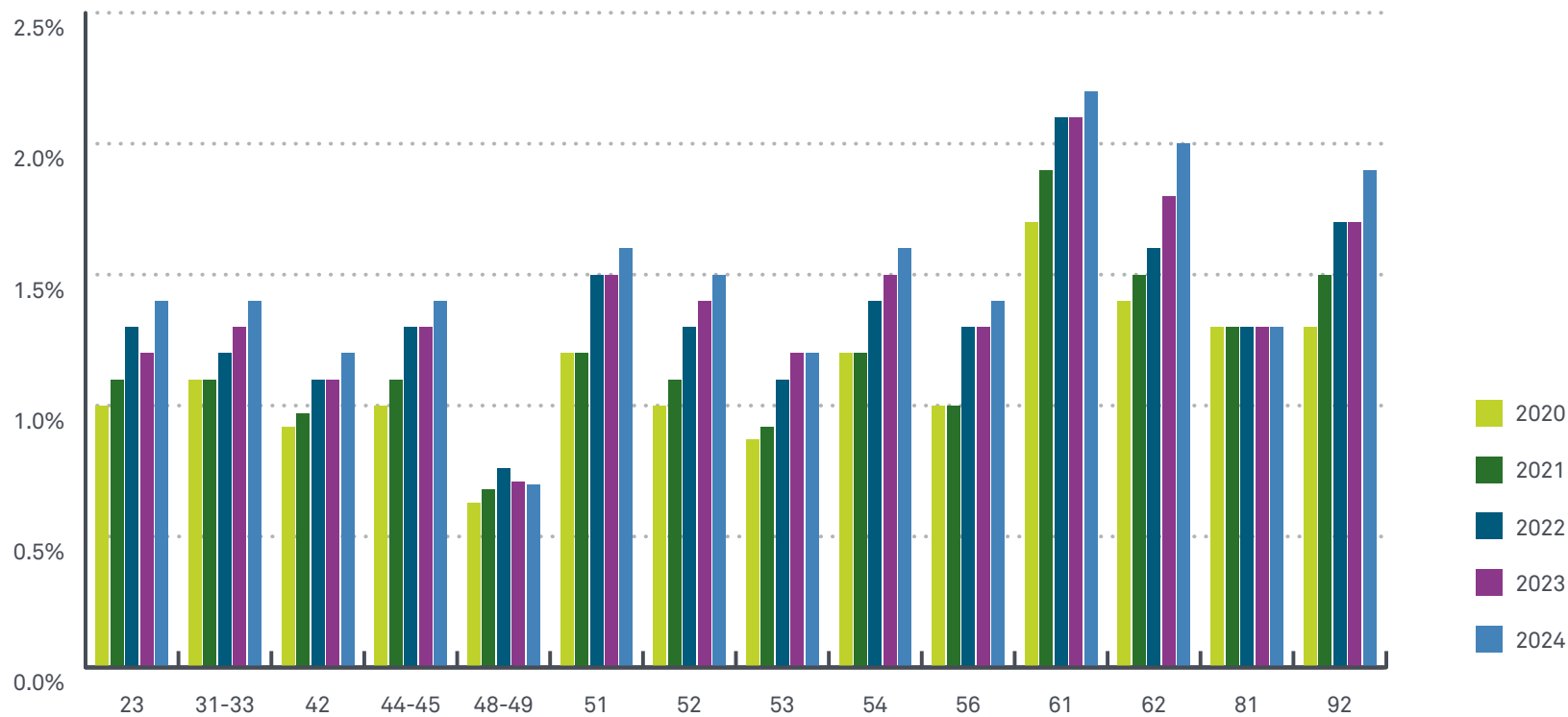


Industry	2020	2021	2022	2023	2024
Administrative Support, Waste Management and Remediation Services ⁵⁶	1.1%	1.1%	1.4%	1.3%	1.4%
Construction ²³	1.1%	1.2%	1.3%	1.3%	1.5%
Educational Services ⁶¹	1.7%	1.9%	2.1%	2.1%	2.2%
Finance and Insurance ⁵²	1.1%	1.1%	1.3%	1.4%	1.5%
Health Care and Social Assistance ⁶²	1.4%	1.5%	1.7%	1.8%	2.0%
Information ⁵¹	1.2%	1.2%	1.5%	1.5%	1.6%
Manufacturing ³¹⁻³³	1.1%	1.2%	1.3%	1.3%	1.4%

Industry	2020	2021	2022	2023	2024
Other Services (except Public Administration) ⁸¹	1.4%	1.3%	1.3%	1.3%	1.4%
Professional, Scientific and Technical ⁵⁴	1.2%	1.3%	1.4%	1.5%	1.7%
Public Administration ⁹²	1.3%	1.5%	1.7%	1.7%	1.9%
Real Estate, Rental and Leasing ⁵³	0.91%	0.97%	1.1%	1.3%	1.3%
Retail Trade ⁴⁴⁻⁴⁵	1.0%	1.2%	1.3%	1.4%	1.4%
Transportation and Warehousing ⁴⁸⁻⁴⁹	0.65%	0.71%	0.80%	0.75%	0.74%
Wholesale Trade ⁴²	0.96%	1.0%	1.2%	1.1%	1.3%

Positivity Rates by Drug: Amphetamine | *Industry Insights*

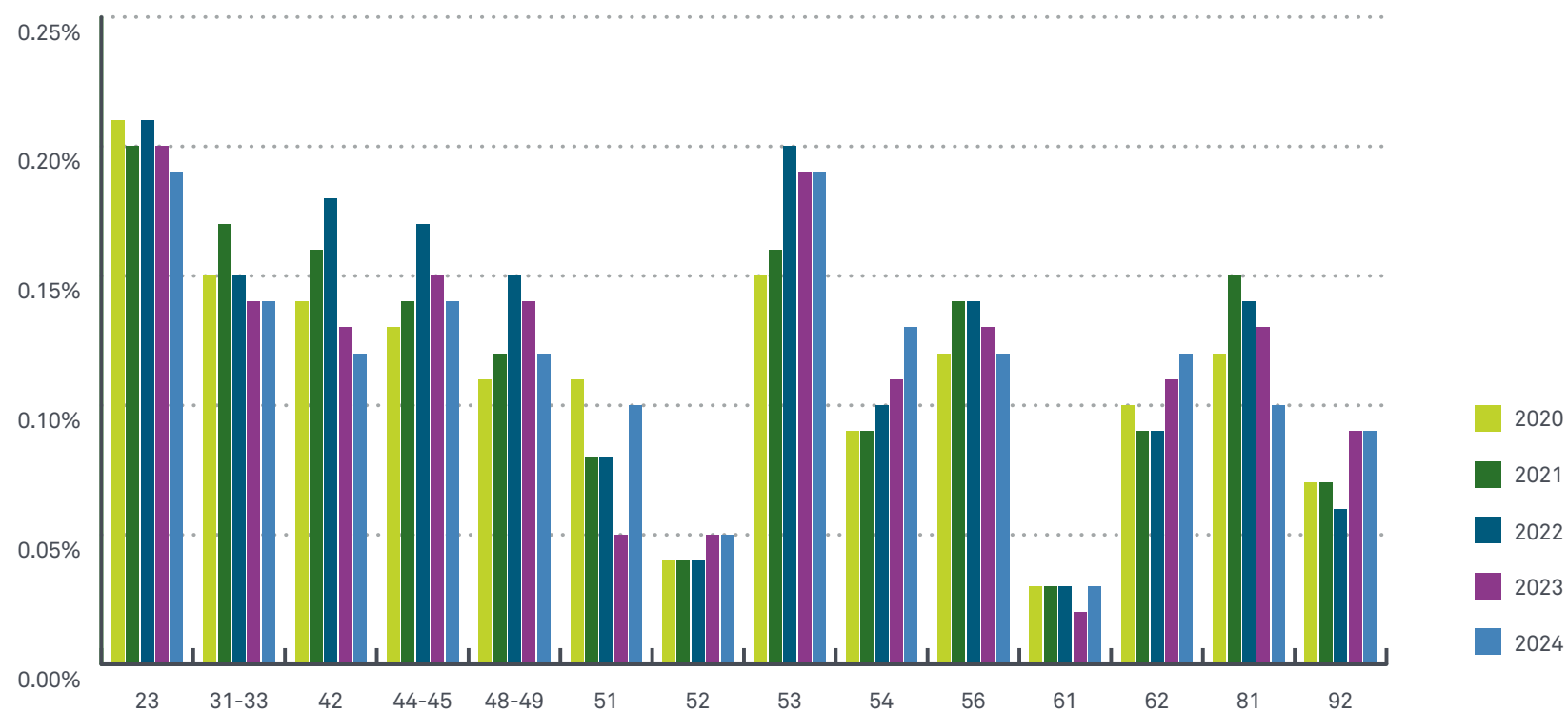
Urine Drug Tests - General U.S. Workforce



Industry	2020	2021	2022	2023	2024
Administrative Support, Waste Management and Remediation Services ⁵⁶	1.0%	1.0%	1.3%	1.3%	1.4%
Construction ²³	1.0%	1.1%	1.3%	1.2%	1.4%
Educational Services ⁶¹	1.7%	1.9%	2.1%	2.1%	2.2%
Finance and Insurance ⁵²	1.0%	1.1%	1.3%	1.4%	1.5%
Health Care and Social Assistance ⁶²	1.4%	1.5%	1.6%	1.8%	2.0%
Information ⁵¹	1.2%	1.2%	1.5%	1.5%	1.6%
Manufacturing ³¹⁻³³	1.1%	1.1%	1.2%	1.3%	1.4%
Other Services (except Public Administration) ⁸¹	1.3%	1.3%	1.3%	1.3%	1.3%
Professional, Scientific and Technical ⁵⁴	1.2%	1.2%	1.4%	1.5%	1.6%
Public Administration ⁹²	1.3%	1.5%	1.7%	1.7%	1.9%
Real Estate, Rental and Leasing ⁵³	0.87%	0.92%	1.1%	1.2%	1.2%
Retail Trade ⁴⁴⁻⁴⁵	1.0%	1.1%	1.3%	1.3%	1.4%
Transportation and Warehousing ⁴⁸⁻⁴⁹	0.63%	0.68%	0.76%	0.71%	0.70%
Wholesale Trade ⁴²	0.92%	0.97%	1.1%	1.1%	1.2%

Positivity Rates by Drug: Methamphetamine | *Industry Insights*

Urine Drug Tests - General U.S. Workforce



Industry	2020	2021	2022	2023	2024
Administrative Support, Waste Management and Remediation Services ⁵⁶	0.12%	0.14%	0.14%	0.13%	0.12%
Construction ²³	0.21%	0.20%	0.21%	0.20%	0.19%
Educational Services ⁶¹	0.03%	0.03%	0.03%	0.02%	0.03%
Finance and Insurance ⁵²	0.04%	0.04%	0.04%	0.05%	0.05%
Health Care and Social Assistance ⁶²	0.10%	0.09%	0.09%	0.11%	0.12%
Information ⁵¹	0.11%	0.08%	0.08%	0.05%	0.10%
Manufacturing ³¹⁻³³	0.15%	0.17%	0.15%	0.14%	0.14%

Industry	2020	2021	2022	2023	2024
Other Services (except Public Administration) ⁸¹	0.12%	0.15%	0.14%	0.13%	0.10%
Professional, Scientific and Technical ⁵⁴	0.09%	0.09%	0.10%	0.11%	0.13%
Public Administration ⁹²	0.07%	0.07%	0.06%	0.09%	0.09%
Real Estate, Rental and Leasing ⁵³	0.15%	0.16%	0.20%	0.19%	0.19%
Retail Trade ⁴⁴⁻⁴⁵	0.13%	0.14%	0.17%	0.15%	0.14%
Transportation and Warehousing ⁴⁸⁻⁴⁹	0.11%	0.12%	0.15%	0.14%	0.12%
Wholesale Trade ⁴²	0.14%	0.16%	0.18%	0.13%	0.12%



About Quest Diagnostics

Quest Diagnostics empowers people to take action to improve health outcomes. Derived from the world's largest database of clinical lab results, our diagnostic insights reveal new avenues to identify and treat disease, inspire healthy behaviors, and improve healthcare management. Quest annually serves one in three adult Americans and half the physicians and hospitals in the United States, and our nearly 50,000 employees understand that, in the right hands and with the right context, our diagnostic insights may inspire actions that transform lives.

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