

Ahead of the Kurve, LLC

102 S 17th Street, Suite 200
PO Box 6071
Boise, ID 83707



208-331-5057
208-331-8360 Fax
www.aheadofthekurve.com
solutions@aheadofthekurve.com

Practical Business Solutions

Kurve is a full service third party administrator for Drug & Alcohol Testing services nation wide and provides services for Department of Transportation (DOT) and non-mandated testing. **Kurve** is accredited by the Drug and Alcohol Testing Industry Association (DATIA) and has Certified Professional Collectors and DOT/DER Trainers. **Kurve** provides testing services for private, public, and non-profit employers, educational institutions, and private individuals.

As a complement to drug & alcohol testing, **Kurve** also provides background checks, EAP benefits and a broad range of human resource, legal and management training services along with a flat fee virtual HR department.

*Solutions for Building
Workplace Excellence!*

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Member





**Member Drug & Alcohol
Testing Industry
Association**

Ask your insurance agent about a 5% discount on your worker's compensation premium for joining a Drug & Alcohol Testing Program.



You can't afford not to have a reliable and comprehensive background program in place.

Drug & Alcohol Testing Program Management

Kurve is a full service third party administrator dedicated to:

- Providing a secure and private testing process of high integrity
- Training employers and employees
- Affordable rates
- Complete MRO Services
- Maintaining current Certifications and Accreditations and state of the art testing
- No annual fees
- Direct access to a website with LIVE test results, random selections, employee lists, and access to update company information
- Data input of existing drug & alcohol testing program management
- Set up of a random testing schedule customized to your company's needs, i.e. by company, location, occupation, shift, etc.
- Results reporting methods by encrypted email, secure fax, and a secure LIVE website
- Email encryption decoder for secure test results reporting
- Results reporting to a single contact or a pyramid of contacts determined by location, test type, test result, shift, occupation, etc.
- Statistical reporting where requested by company, location, occupation or shift
- Locate and set up clinics and collectors for all company locations nation wide

Background Checks

Kurve works with each client to determine the level of background checks required or recommended for the company to develop the most cost effective program by providing legally compliant background checks:

- Criminal Record Search by County, State, and Nation
- Sex Offender Registry
- Education Verification
- DMV & Driver History Reports
- Social Security Verification
- I-9 Verification
- Employment Verification
- Extensive Key Executive Background Verification
- Credit Reports
- Civil Records
- Worker's Compensation Reports
- Plus Custom Searches and other related services



**Business Psychology
Associates**

Excellence in Mind



Many small businesses can't afford a full time HR Department. We offer affordable strategies to avoid costly litigation

Employee Assistance Program

EAP benefits managed by *Business Psychology Associates* to all Idaho clients at a discounted rate:

- 24-hour Toll Free Crisis Hotline
- Mandated DOT-compliant substance abuse evaluation, referral and monitoring
- Assistance in locating EAP services for non-Idaho clients

EAPs benefit organizations in many ways:

- Absenteeism and accidents are reduced
- Health plan costs associated with stress-related illness decrease
- Inappropriate and expensive treatment are avoided
- Morale among supervisors and managers improves
- Employee turnover decreases
- Employee recruitment is more effective

Flat Fee Human Resource Services

Kurve provides a Virtual HR Department on its web site for an annual flat fee membership:

- Unlimited general employment-related questions & document review to a maximum of 30 minutes per issue
- Litigation Prevention
- Referral to legal counsel must be made for complex, lengthy compliance or employment issues
- Does not include any legal advice

Training

Kurve offers on-site and multi company training courses which improve the management skills, profitability and help clients in meeting legal requirements:

- DOT & DER
- Certified Professional Collector
- HR & Employment Law
- Organizational and Individual Performance Improvement
- Membership discounts

The *Kurve* Team

Our executive team is a unique blend of business, legal and clinical professionals. Each executive staff member has over 30 years of experience in all aspects of business management, legal representation, and/or medical review officer services allowing them to provide practical & professional service in a broad spectrum of disciplines.

Kail Q. Seibert

- Licensed attorney in the states of Idaho and California
- 30+ years experience in Human Resource Management, Attorney & Business Owner
- Expertise in employment law, general business law, management training and mediation

Jack Moyer

- "C" level HR Executive
- 30+ years Human Resource Management Experience
- Expertise in compensation and organizational development

Bill McCurdy

- Licensed attorney in the state of Idaho
- 30+ years as an Attorney and Business Owner
- Expertise in mediation, arbitration and litigation

Ralph M. Sutherlin, D.O., M.P.H.

- Certified Medical Review Officer
- Board certified in Family Practice, Independent Medical Examiner, Aerospace Medicine, Occupational & Environmental Medicine, Public Health & Community Medicine
- Provided MRO services to Third Party Administrators since 2003
- Colonel in the Air National Guard 124th Medical Group Commander

Jessica Quimby, CPCT

- Experienced administrator of drug & alcohol testing program management
- Certified Professional Collector Trainer
- Medical Review Officer Assistant



Kail Q. Seibert
William A. McCurdy
John H. (Jack) Moyer
Ralph M. Sutherlin, DO, MPH
MRO (Not Pictured)
Jessica C. Quimby, CPCT
Operations Manager

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