NINA M. FRENCH

Expert in Drug & Alcohol Testing, Workplace Safety, Impairment, and Regulatory Compliance

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SUMMARY

Nina M. French is a nationally recognized authority in drug and alcohol testing, workplace safety, impairment assessment, and regulatory compliance. Nina brings more than 30 years of specialized industry leadership to her role as a Drug & Alcohol Testing Expert with Capwell Consulting Group. Nina leads our drug testing and impairment litigation and expert witness services division. Her expertise spans every major component of workplace substance use testing, including specimen collection protocols, chain of custody, toxicology interpretation, regulatory frameworks (DOT, SAMHSA, ADA, state laws), and the evaluation of drug testing and impairment technologies. She provides clear, defensible guidance rooted in scientific, technical, and regulatory understanding, supporting attorneys, employers, and agencies in matters involving compliance, defensibility, and workplace risk. Ms. French is widely regarded for her ability to translate complex operational and scientific issues into accessible, court-ready explanations. She has worked extensively with laboratories, employers, device manufacturers, and policymakers, giving her a uniquely comprehensive view of testing standards, best practices, and industry expectations.

EXPERTISE INCLUDES

Industry Expert - Drug Testing & Workplace Safety
Litigation Support – Wrongful Termination & Negligence Claims
DOT, SAMHSA, ADA & State Compliance
Policy & Program Design for Substance Use Testing
Impairment & Cognitive Testing
Specimen Collection & Chain-of-Custody Procedures
Laboratory Analysis & Result Interpretation

EAP & SAP Program Integration
Regulatory and Standards Development
Industry Best Practices & Accreditation Standards

PROFESSIONAL EXPERIENCE

DRUG TESTING LITIGATION EXPERT

Capwell Consulting Group | St. Augustine, FL | Sept 2025 - Present

- Provide expert witness testimony and litigation support in cases involving drug testing, workplace safety, wrongful termination, and negligence claims.
- Consult on the development of regulatory standards, accreditation guidelines, and industry best practices for workplace drug and alcohol testing.
- Cannabis industry drug testing expert with understanding of complexities and compliance with cannabis drug testing.
- Advise legal teams on compliance with DOT, SAMHSA, ADA, and state-specific substance use testing regulations.
- Review of implementation of workplace substance use testing policies and programs, including impairment and cognitive testing protocols.
- Consult clients on the defensibility of device data and testing procedures in litigation.

FOUNDING PARTNER

Inflection Point Consulting Group | Philadelphia, PA | Oct 2023 – Present

Inflection Point Consulting Group partners with organizations to navigate complex business challenges and drive sustainable growth. The firm provides strategic guidance, operational insights, and tailored solutions that help clients optimize performance, manage risk, and capitalize on key opportunities.

- Provide consulting in drug testing, impairment, and workplace safety.
- Advise on technical, scientific, and compliance issues in drug and alcohol testing.
- Conduct program reviews for compliance with DOT, SAMHSA, ADA, and state-specific regulations.

CHIEF EXECUTIVE OFFICER

Neopharma Technologies | Philadelphia, PA / Australia | Aug 2024 - May 2025

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Neopharma Technologies, based in Perth, Australia, develops advanced drug and impairment testing solutions for workplace safety and health diagnostics. Their flagship platform, Neovault is a device-agnostic, AI-enabled point-of-care system that digitizes test data, automates reporting, and ensures compliance with global security and regulatory standards.

- Directed R&D and commercialization of AI-powered drug and alcohol testing devices integrated with cognitive impairment.
- Ensured compliance with global regulatory standards for workplace safety and drug testing technologies.
- Consulted with legal and compliance teams on the defensibility of device data in litigation contexts.

PRESIDENT, EMPLOYER & LAW ENFORCEMENT SOLUTIONS

Hound Labs, Inc.| Fremont, CA | Feb 2020 - Oct 2023

Hound Labs Inc. is a health technology company specializing in advanced breath analysis solutions. Their proprietary technology measures trace molecules in breath to provide objective, near real-time insights that help organizations enhance safety, compliance, and overall well-being in the workplace and beyond.

- Lead marketing strategist for the first cannabis breathalyzer, focusing on evidentiary use and legal defensibility.
- Provided subject matter expertise to legal counsel, policy makers, and corporate compliance teams.
- Represented the company as an industry expert in presentations, industry panels, and media interviews.

CO-FOUNDER & MANAGING PARTNER

The Current Consulting Group| Meadowbrook, PA | Feb 2014 – Jan 2020

The Current Consulting Group provides specialized consulting in employee screening and compliance services. The firm helps screening providers grow their business while assisting employers in navigating drug testing regulations, policy development, and regulatory adherence.

- Consulted for attorneys, employers, and industry stakeholders on drug testing programs, product design, and regulatory compliance.
- Developed defensible workplace policies and testing protocols adopted nationally.

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VICE PRESIDENT

First Advantage| Atlanta, GA | Feb 2003 – Jan 2014

First Advantage operates globally, delivering comprehensive background screening, identity verification, and employment risk management services to businesses.

- Oversaw drug-free workplace programs and testing compliance for large-scale employers.
- Developed expert training for legal, HR, and compliance teams on testing protocols.

VICE PRESIDENT OF OCCUPATIONAL HEALTH

Employee Health Programs| Bethesda, MD | May 1992 – Jan 2004

Employee Health Programs administer comprehensive workplace wellness, preventative health, and occupational health services to support employee well-being and productivity.

- Directed substance abuse testing and Employee Assistance Programs for national clients.
- Designed drug and alcohol testing programs, created services designed to support DOT and non-DOT drug and alcohol testing programs compliant in all 50 states.
- Ensured testing programs met regulatory and evidentiary requirements.

INDUSTRY LEADERSHIP

Impairment Science/DRUID
Scientific Advisory Board 2023-Present

Drug & Alcohol Testing Association (DATIA)
President 2023 – 2024 Board Member 2017

EDUCATION

Catholic University of America
Bachelor of Arts 1993

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PUBLICATIONS

Background Buzz, Navigating the Evolving Landscape of Workplace Drug Testing Laws and Cannabis Legalization in 2025 and Beyond
Jan 2025

Background Buzz, Innovation in Workplace Drug Testing: Navigating Cannabis Legalization and the Fentanyl Crisis
Nov 2024

Background Buzz, Civility, Common Sense and Coopetition
Sept 2024

Background Buzz, Technology, Tradition and Passing the Torch
Aug 2024

Background Buzz, Death of a Drug Test
July 2024

Background Buzz, Organizational Health or Corporate Health
May 2024

Background Buzz, Step, Stretch, Leap
April 2024

How to Make Workplace Cannabis Testing Fair for All
July 13, 2023

Q+A with the Experts: Drug Testing Data and the Value of Breath
June 15, 2023

Detection vs. Impairment: Why Objective Testing Matters
April 20, 2023

Part Two: 2023 Drug Testing Industry Trends
Jan 26, 2023

Meet the Expert: Nina French, President of Employer Solutions
Dec 8, 2022

Hound Labs Forms Strategic Agreement with Quest Diagnostics
Sept 15, 2022

Accentuate the Negative, Deter the Positive
July 28, 2022

Much Ado About Detection
July 7, 2022

Overhauling Workplace Drug Testing Policies
June 2, 2022

The Unexpected Costs of Drug Use in the Workplace

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April 28, 2022

What Determines if a Position is Safety Sensitive?

March 24, 2022

Specimen Custody and Control – A Critical Component in Workplace Testing

Feb 24, 2022

EAPs Have Never Been More Important

Jan 13, 2022

How and When to Use Post-Hire Testing

Dec 2, 2021

Social Equity and Cannabis Testing (Part 2)

Oct 21, 2021

Breath Testing: Fairer Outcomes for Everyone

Oct 14, 2021

Could Testing Breath for Cannabis Help Avoid a Catastrophic Safety Accident?

Sept 26, 2021

Commercial Driver's License (CDL) Holders and Cannabis Use

Sept 2, 2021

Rethinking Pre-Access Testing

July 27, 2021

A Negative Marijuana Test Result Might Be More Important Than a Positive One

June 1, 2021

Marijuana Positivity Rates: What Do They Really Mean?

May 27, 2021

BYLINES + OP-EDS

NSC Safety + Healthy Effectively deter and detect drug use at work

August 2023

Background Buzz, Shifting Views of Safety Sensitive Roles

May 2022

DATIA Focus, Accentuate the Positive, Deter the Negative

May 2022

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Occupational Health & Safety (OH&S) Online,

Overhauling Cannabis Workplace Drug Testing: The Shift to Fitness-for-Duty and Post-Hire Testing

March 2022

PBSA Journal, In a Rare Alignment, Red and Blue States Turn Green (with co-author Doug Boxer)

Nov 2021

DATIA Focus, Times They Are A-Changin' (with co-author Jenny Lynn)

Nov 2021

Concrete Products: Safety, fairness, and the new era of drug testing

Dec 2020

Orasure, The Pros & Cons of Eliminating Marijuana from Workplace Testing

May 2020

What's the Buzz: Spring 2020, Instant Testing Use In Different Industries

April 2020

Current Compliance, Risk Mitigation and Drug Testing

Dec 2019

Occupational Health & Safety (OH&S) Online, Prescription Drugs and Safety Warnings: The Impact for Providers and Employers

June 2018

Current Consulting Group, LLC, The Beginning of a Long Strange Trip

Feb 2018

Occupational Health & Safety (OH&S) Online, Get Out Your Checkbook: What Legalized Marijuana is Going to Cost

Sept 2017

Occupational Health & Safety (OH&S) Online, Legalized Marijuana—The Popular Perspective

Feb 2017

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PRESENTATIONS, EVENTS, & CONFERENCES

SAPAA Annual Conference – Innovations in Workplace Testing (French & Harwani)

Oct 2025

Day with DISA Conference - Innovative Solutions for Program Design and Client Retention in Workplace Drug and Alcohol Testing Adapting to Evolution: Thriving in the Changing Landscape of Drug Testing

Jan 2024

SHRM Annual Conference and Expo – Innovation in Corporate Health

July 2024

Ogletree Safety Symposium, Recovery, Substance Use and Equity

Dec 2023

SAPAA Annual Conference, Roundtable with the Experts: Cannabis Testing Industry Trends

Oct 2023

CRSC Health & Safety Fair & Expo, Panel on the Science behind Cannabis testing

Oct 2023

PBSA Annual Conference, How A Misplaced Focus on Impairment Creates Risk & Financial Strategy Gaps

Sept 2023

Ellwood Group National Marijuana Landscape 2023, How a Misplaced Focus on Impairment Creates Risk

Aug 2023

Auto Insurance Report National Conference, Finding A Safe + Fair Way to Detect Recent Cannabis Use

April 2023

DATIA 2023 Annual Conference, How Continuous Testing Can Lower Workers' Compensation Costs

March 2023

The National Interdisciplinary Cannabis Symposium: (Panel #1: Safety Sensitive Positions and Impairment) (Panel #2: The Future of Drug Testing Panel)

May 2022

MAC Risk Control, Who Needs a Better Drug Test? A Case for Mitigating Workplace Risk

May 2022

DATIA 2022 Annual Conference, The Future Is Here

March 2022

NEPA SHRM Board of Directors Meeting, Cannabis Legalization and Acceptance Widespread Changes: Why Businesses Will Need to Adapt

Feb 2022

Day With DISA, Cannabis Legalization: A Catalyst for Change

Jan 2022

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NSC Safety Congress & Expo Seminar: Who Needs a Better Drug Test? A Case Study for Mitigating Workplace Risk Presentation +Expo: HOUND® MARIJUANA BREATHALYZER: SAFETY + FAIRNESS™

Oct 2021

National Ready-Mix Concrete Association (NRMCA) Concrete Works, Marijuana Legalization and Acceptance: Widespread Changes Required

Oct 2021

SAPAA Annual Conference: Don't Get Left Behind: Preparing to Weather Changes in the Drug Testing Industry

Aug 2021

Drug and Alcohol Testing Institute, See the new Hound® Solution

June 2021

PBSA 2021 Webinar Series, Dropping Marijuana from Your Panel and Adding a Tool to Test for Recent Use

May 2021

PBSA Virtual 2021 Mid-Year Legislative & Regulatory Conference, Impacts of 2020 Election Results on Workplace Drug Testing

April 2021

2020 PBSA Annual Conference, *Workplace Drug Testing - Strategic Planning for CRAs*

Oct 2020

L&D Philadelphia, Marijuana Legalization - The HR Playbook

Oct 2019

International Drug Testing Policy: A Comparison of International + US Policy, Procedures and Practice

Oct 2018

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MEDIA COVERAGE

Obstacle Talk, A conversation with Hound Lab's Nina M. French

Aug 2023

SHRM, More Post-Accident Drug Tests Coming Back Positive for Marijuana

May 2023

The Big Bid Theory Podcast, How Does Legalization of Marijuana Impact Employers?
Aug 2022

Safety + Health, Trends in ... drug testing: The primary goal of workplace drug testing is deterrence
May 29, 2022

IEN (Industrial Equipment News), World's 1st Breathalyzer Nearly Ready
April 13, 2022

Design and Development Today, Release the Hound
April 13, 2022

Business Insurance, Fleet owners step up efforts to spot drivers impaired by marijuana use
Sept 1, 2021

NBC Washington, Warning to Federal Employees and Those With Security Clearance: CBD Use Puts Jobs in Jeopardy
Sept 24, 2019

WEAU News In states where marijuana is legal, this bill would protect federal employees who use

July 31, 2019

WEBINARS

AGC Panel: New cannabis legislation panel discussion
Sept 2023

Quest Webinar: Mitigating Workplace Risk with Cannabis Breathe Testing
Aug 2023

Secret Savings of Drug Testing: How Cannabis Breath Testing Can Boost Your ROI
May 2023

ScreenSafe Webinar: Update on Testing Methods and the Evolution of Marijuana Testing
April 2023

Salesforces Interview and Q+A on how technology empowers Hound Labs
June 2022

AGC of America Webinar Navigating High Times

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May 2022

What Happens on 4/20 Stays on 4/20: Addressing recent cannabis use in your drug testing policy

April 2022

A Pragmatic Approach: How to add a cannabis breath test to your drug testing program

Feb 2022

Pre-Employment vs. Post-Hire Drug Testing: Could a new approach benefit your company? (with Avetta)

Nov 2021

Better Drug Testing Policies: A Case Study for Mitigating Workplace Risk

Sept 2021

Shift from Pre-Employment to Pre-Access Testing (with Avetta)

July 2021

Workplace Drug Testing Policies in an Era of Marijuana Legalization + Acceptance (with Avetta)

March 2021

Better Value with Modernized Drug Testing: The Value of the HOUND® MARIJUANA BREATHALYZER

March 2021

Marijuana Legalization and Acceptance: The Tipping Point Has Arrived (with Avetta)

Jan 2021

Shifting to Point-of-Care Testing as a Result of the Covid-19 Pandemic

Aug 2020

The Hound Labs Solution: Detecting Recent Marijuana Use in Breath

June 2020

SHRM Philadelphia Webinar: Legal Marijuana + HR – Landscape, Legal and Looking Forward

Oct 2019

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