

NINA M. FRENCH

Industry Expert - Drug & Alcohol
Testing, Workplace Safety, and
Regulatory Compliance

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SUMMARY

Nationally recognized drug and alcohol testing authority with over 30 years of industry experience, serving as an expert witness, litigation consultant, and policy advisor in matters involving workplace drug testing, impairment assessment, and regulatory compliance. Proven expertise in federal and state drug testing law, including DOT, SAMHSA, ADA, cannabis, and state-specific regulations. Extensive background in designing compliant, defensible testing programs, and providing authoritative opinions involving wrongful termination, discrimination, and workplace safety claims. Skilled in translating complex scientific, regulatory, and operational issues into clear, court-ready testimony.

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

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.

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.

PUBLICATIONS

Frequent contributor to legal and industry publications on drug testing law, impairment assessment, and compliance.

Speaker at national conferences on defensible workplace testing and regulatory compliance.

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

PUBLICATIONS, SPEAKING ENGAGEMENTS AND MEDIA

PUBLICATIONS

2025

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

2024

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

Sept Background Buzz, Civility, Common Sense and Coopetition

August Background Buzz, Technology, Tradition and Passing the Torch

July Background Buzz, Death of a Drug Test

May Background Buzz, Organizational Health or Corporate Health

April Background Buzz, Step, Stretch, Leap

2023

July 13 How to Make Workplace Cannabis Testing Fair for All

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

April 20 Detection vs. Impairment: Why Objective Testing Matters

Jan. 26 Part Two: 2023 Drug Testing Industry Trends

2022

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

Sept. 15 Hound Labs Forms Strategic Agreement with Quest Diagnostics

July 28 Accentuate the Negative, Deter the Positive

July 7 Much Ado About Detection

June 2 Overhauling Workplace Drug Testing Policies

April 28 The Unexpected Costs of Drug Use in the Workplace

March 24 What Determines if a Position is Safety Sensitive?

Feb. 24 Specimen Custody and Control – A Critical Component in Workplace Testing

Jan. 13 EAPs Have Never Been More Important

2021

Dec. 2 How and When to Use Post-Hire Testing

Oct. 21 Social Equity and Cannabis Testing (Part 2)

Oct. 14 Breath Testing: Fairer Outcomes for Everyone

Sept. 26 Could Testing Breath for Cannabis Help Avoid a Catastrophic Safety Accident?

Sept. 2 Commercial Driver's License (CDL) Holders and Cannabis Use

- July 27 [Rethinking Pre-Access Testing](#)
June 1 [A Negative Marijuana Test Result Might Be More Important Than a Positive One](#)
May 27 [Marijuana Positivity Rates: What Do They Really Mean?](#)

BYLINES + OP-EDs**2023**

- August NSC Safety + Healthy [Effectively deter and detect drug use at work](#)

2022

- May Background Buzz, [Shifting Views of Safety Sensitive Roles](#)
May DATIA Focus, Accentuate the Positive, Deter the Negative
March Occupational Health & Safety (OH&S) Online, [Overhauling Cannabis Workplace Drug Testing: The Shift to Fitness-for-Duty and Post-Hire Testing](#)

2021

- Nov. PBSA Journal, In a Rare Alignment, Red and Blue States Turn Green (with co-author Doug Boxer)
Sept. DATIA Focus, Times They Are A-Changin' (with co-author Jenny Lynn)

2020

- Dec. Concrete Products: [Safety, fairness, and the new era of drug testing](#)
May Orasure, [The Pros & Cons of Eliminating Marijuana from Workplace Testing](#)
April What's the Buzz: Spring 2020, [Instant Testing Use In Different Industries](#)

2019 - 2017

- Dec. 19 Current Compliance, [Risk Mitigation and Drug Testing](#)
June 18 Occupational Health & Safety (OH&S) Online, [Prescription Drugs and Safety Warnings: The Impact for Providers and Employers](#)
Feb. 18 Current Consulting Group, LLC, [The Beginning of a Long Strange Trip](#)
Sept. 17 Occupational Health & Safety (OH&S) Online, [Get Out Your Checkbook: What Legalized Marijuana is Going to Cost](#)
Feb. 17 Occupational Health & Safety (OH&S) Online, [Legalized Marijuana—The Popular Perspective](#)

PRESENTATIONS, EVENTS, & CONFERENCES

2025

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

2024

- July SHRM Annual Conference and Expo – Innovation in Corporate Health

2023

- December Ogletree Safety Symposium, Recovery, Substance Use and Equity
- October SAPAA Annual Conference, Roundtable with the Experts: Cannabis Testing Industry Trends
- October CRSC Health & Safety Fair & Expo, Panel on the Science behind Cannabis testing
- September PBSA Annual Conference, How A Misplaced Focus on Impairment Creates Risk & Financial Strategy Gaps
- August Ellwood Group National Marijuana Landscape 2023, How a Misplaced Focus on Impairment Creates Risk
- April Auto Insurance Report National Conference, Finding A Safe + Fair Way to Detect Recent Cannabis Use
- March DATIA 2023 Annual Conference, How Continuous Testing Can Lower Workers' Compensation Costs

2022

- May The National Interdisciplinary Cannabis Symposium
Panel #1: Safety Sensitive Positions and Impairment
Panel #2: The Future of Drug Testing Panel
- May MAC Risk Control, Who Needs a Better Drug Test? A Case for Mitigating Workplace Risk
- March DATIA 2022 Annual Conference, The Future Is Here
- Feb. NEPA SHRM Board of Directors Meeting, Cannabis Legalization and Acceptance
Widespread Changes: Why Businesses Will Need to Adapt
- Jan. Day With DISA, Cannabis Legalization: A Catalyst for Change

2021

- Oct. 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. National Ready-Mix Concrete Association (NRMCA) Concrete Works, Marijuana Legalization and Acceptance: Widespread Changes Required
- Aug. SAPAA Annual Conference: Don't Get Left Behind: Preparing to Weather Changes in the Drug Testing Industry
- June Drug and Alcohol Testing Institute, [See the new Hound® Solution](#)
- May PBSA 2021 Webinar Series, Dropping Marijuana from Your Panel and Adding a Tool to Test for Recent Use
- April PBSA Virtual 2021 Mid-Year Legislative & Regulatory Conference, Impacts of 2020 Election Results on Workplace Drug Testing
- 2020
Oct. [2020 PBSA Annual Conference, Workplace Drug Testing - Strategic Planning for CRAs](#)
- 2019
Oct. L&D Philadelphia, Marijuana Legalization - The HR Playbook
- 2018
Oct. International Drug Testing Policy: A Comparison of International + US Policy, Procedures and Practice

MEDIA COVERAGE

- 2023
August Obstacle Talk, [A conversation with Hound Lab's Nina M. French](#),
May 23 SHRM, [More Post-Accident Drug Tests Coming Back Positive for Marijuana](#)
- 2022
August The Big Bid Theory Podcast, [How Does Legalization of Marijuana Impact Employers?](#)
May 29 Safety + Health, [Trends in ... drug testing: The primary goal of workplace drug testing is deterrence](#)
- April 13 IEN (Industrial Equipment News), [World's 1st Breathalyzer Nearly Ready](#)
April 13 Design and Development Today, [Release the Hound](#)
- 2021
Sept. 1 Business Insurance, [Fleet owners step up efforts to spot drivers impaired by marijuana use](#)
- 2019
Sept. 24 NBC Washington, [Warning to Federal Employees and Those With Security Clearance: CBD Use Puts Jobs in Jeopardy](#)
July 31 WEAU News [In states where marijuana is legal, this bill would protect federal employees who use](#)

WEBINARS

2023

- Sept. AGC Panel: New cannabis legislation panel discussion
- August Quest Webinar: Mitigating Workplace Risk with Cannabis Breathe Testing
- May Secret Savings of Drug Testing: How Cannabis Breath Testing Can Boost Your ROI
- April ScreenSafe Webinar: Update on Testing Methods and the Evolution of Marijuana Testing

2022

- June Salesforces Interview and Q+A on how technology empowers Hound Labs
- May AGC of America Webinar Navigating High Times
- April What Happens on 4/20 Stays on 4/20: Addressing recent cannabis use in your drug testing policy
- Feb. A Pragmatic Approach: How to add a cannabis breath test to your drug testing program

2021

- Nov. Pre-Employment vs. Post-Hire Drug Testing: Could a new approach benefit your company? (with Avetta)
- Sept. Better Drug Testing Policies: A Case Study for Mitigating Workplace Risk
- July Shift from Pre-Employment to Pre-Access Testing (with Avetta)
- March Workplace Drug Testing Policies in an Era of Marijuana Legalization + Acceptance (with Avetta)
- March Better Value with Modernized Drug Testing: The Value of the HOUND® MARIJUANA BREATHALYZER
- Jan. Marijuana Legalization and Acceptance: The Tipping Point Has Arrived (with Avetta)

2020

- Aug. Shifting to Point-of-Care Testing as a Result of the Covid-19 Pandemic
- June The Hound Labs Solution: Detecting Recent Marijuana Use in Breath

2019

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