



Dee Mason is the founder and CEO of Working Partners Systems, Inc. (*Working Partners*®), based in Central Ohio. Spending the last 28 years as a pioneer in the drug-free workplace field, Dee is now recognized as one of the most knowledgeable drug-free workplace program consultants in the nation.

Dee's work includes building drug-free operational systems for large-scale applications such as Ohio's Bureau of Workers' Compensation drug-free workplace premium discount program, which provided the deepest discounts in the nation for 13 years, and Nationwide Enterprise's two year, 1.5 million man-hour arena construction project. Dee has also been called upon by leaders and legislators including the Ohio Legislative Budget Office which requested her input as it analyzed the financial impact that could result from Ohio's proposed H.B. 660 (which later became law as H.B. 223) and she wrote Indiana's Substance Use Treatment Law HEA 1007 which became law in 2019.

Major projects that she conceptualized and delivered include (a sampling) GenerationRxWorkplace.com and *A Dose of Reality* campaign for Cardinal Health Foundation to engage and arm workforces nationwide to become active agents in the prescription drug abuse battle. An employer's Toolkit for establishing a drug-responsible workplace was initially commissioned by the Ohio Chamber of Commerce and Anthem and was later adapted for several state chambers across the United States. CampusCents, an online, education course to effect financial wellness and literacy, was developed for The Ohio Gambling Commission. Dee was asked to join a think tank with nine national experts, convened by the Chairman of the Board and CEO (retired) of UPS, to develop a white paper containing guiding principles concerning the impact legalized marijuana can have on the workplace. In 2016, the year-long *Working Partners*® Drug-Free Workplace Community Initiative was implemented in 17 Ohio counties to meet a goal of increasing Ohio's employable, drug-free workforce. Contracted by a national drug testing company (National Drug Screening) to research and develop an online, interactive mechanism reviewing all the state marijuana laws along with a "how-to" resource for employers to adapt and comply with a state's marijuana laws.

Although in projects such as these, Dee is relied upon to conceptualize large system-wide answers, justify feasibility, provide development and technical assistance to entities ranging from municipalities and state agencies to large private sector development entities and prominent employer associations, all her work is founded in practical hands-on experience. She developed and leads *Working Partners*®, the most comprehensive drug-free workplace services organization in the Midwestern United States.

Working Partners® has 'feet-on-the-ground' everyday servicing over 1,700 employers a year throughout the U.S. who are motivated to operate drug-free workplace programs for workforce quality and/or fiscal issues or to comply with regulatory entities. The clientele represents every industry and size, with and without federal mandates and unionized workforces. *Working Partners*® provides services needed to operate a drug-free workplace program including consultation; written corporate policies; training for management, supervisors and employees; and buying group consortium services for employee assistance and drug testing.

Dee's contributions to the field over the years have won resources (e.g., grants, pilot positions for new resources, etc.) and recognition from leaders at the Department of Labor, Office of National Drug Control Strategy, Small Business Administration, Department of Health and Human Services, U.S. Chamber of Commerce, the Institute for a Drug-Free Workplace and the Employee Assistance Professionals Association. Dee has also earned several distinctions for her work including special recognition awards from Ohio governors and state administrators and several industry related organizations.