

RenewPath Staffing Solutions LLC

(DBA RP CLINICAL & COMPLIANCE SOLUTIONS)

Clinical Accuracy. Compliance. Confidence.

Location: 1021 Lake Hollow Dr, Little Elm, TX 75068

Website: renewpathstaffingsolutions.com

Contact: admin@rccsolutions.com | (469) 598-3955

Legal Structure: LLC, taxed as S Corporation

CAGE: 11ER2 | UEI: TCEJPHGMES43 | SAM.gov: Active

DIFFERENTIATORS

- 49 CFR PART 40 CERTIFIED COLLECTORS; COMPLIANCE WITH DOT, HIPAA, OSHA
- MOBILE, TEMPERATURE-CONTROLLED TESTING AT CLIENT LOCATIONS
- TECHNOLOGY-DRIVEN SCHEDULING, DOCUMENTATION, AND CLIENT COMMUNICATION
- WOMAN-OWNED, SMALL DISADVANTAGED BUSINESS; DISASTER RESPONSE REGISTERED
- ACTIVE SAM.GOV REGISTRATION; READY FOR GOVERNMENT CONTRACTING

NAICS & PSC Codes

- NAICS: 621999, 492110, 541380, 561311, 561330, 621511, 621512, 622210, 624190, 812990, 813319
- PSC: Q301, Q403, Q515, Q701, Q702, Q999, R410, R431, R602, R615, R699

RENEWPATH STAFFING SOLUTIONS LLC / RP CLINICAL & COMPLIANCE SOLUTIONS DELIVERS REGULATORY-COMPLIANT, TECHNOLOGY-DRIVEN TESTING AND STAFFING SOLUTIONS, ENSURING CLINICAL ACCURACY, CONFIDENTIALITY, AND RAPID RESPONSE FOR REGULATED INDUSTRIES AND GOVERNMENT CLIENTS.



CORE COMPETENCIES

- DOT & Non-DOT drug and alcohol testing (mobile/on-site, rapid response)
- DNA/paternity collections (court-ordered, immigration, personal)
- HIPAA-compliant specimen courier & temperature-controlled transport
- Occupational health screenings & background checks
- Temporary/project-based healthcare staffing
- Third-Party Administrator (TPA) services
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Certifications & Credentials

- DOT SPECIMEN COLLECTION (49 CFR PART 40)
- HIPAA, OSHA
- DNA COLLECTION CERTIFIED

Past Performance

Oorah Logistics LLC – Seagoville, TX

- Provided subcontracted courier operations for clinical and government clients; coordinated routes and
- temperature-sensitive transports.

1st Choice Tax & Business Solutions LLC – Long Beach, CA

- Managed confidential document delivery with HIPAA and financial compliance standards.

C'ASKEW Enterprises, Inc. – Dallas, TX

- Performed route-based deliveries for medical and business clients, ensuring secure transfer, delivery documentation, and adherence to condition integrity for time-sensitive goods.



Executive Summary

Company Overview

Business Name: RenewPath Staffing Solutions LLC

DBA: RP Clinical & Compliance Solutions

Legal Structure: Limited Liability Company (LLC)

Location: 1021 Lake Hollow Dr, Little Elm, TX 75068

Website: renewpathstaffingsolutions.com / rccsolutions.com

Primary Contact: Sabrina Flowers, Owner

Core Services

- Regulatory-compliant drug and alcohol testing (DOT and Non-DOT)
- DNA/paternity collections and toxicology coordination
- Mobile/on-site specimen collection and medical courier/transport services
- Occupational health screenings and background checks
- Temporary and project-based healthcare staffing
- Third-Party Administrator (TPA) services for drug testing compliance

Core Industry Sectors

- Healthcare Services
- Compliance & Laboratory Services
- Medical Courier/Logistics
- Workforce Solutions (Staffing & Pre-employment Screening)
- Government Contracting & Emergency/Disaster Response

Compliance & Certifications

- DOT 49 CFR Part 40
- HIPAA
- OSHA
- DNA Collection Certification
- Active SAM.gov Registration (CAGE: 11ER2, UEI: TCEJPHGMES43)

Key Differentiators

- Deep focus on regulatory compliance and certified operations
- Mobile, on-site, and temperature-controlled chain-of-custody services
- Technology-driven service delivery (Zoho, OnTime 360, Calendly)
- Registered for disaster response

Target Clients (Top Employer Targets)

- Colleges and universities (sporting divisions – drug testing)
- Peterbilt Motors (drug testing, facility cleanup contracts)
- Courthouses (traffic, family, drug courts – drug testing)
- Federal, state, and local agencies
- Transportation and logistics companies
- Healthcare facilities and labs
- Legal and court systems
- Employers (10–250 employees) in regulated industries

Contact

Email: admin@rccsolutions.com

Phone: (469) 598-3955

Mailing Address: 1021 Lake Hollow Dr, Little Elm, TX 75068

- **Mobile & On-Site Convenience:** We bring testing and collection services directly to client locations, reducing downtime and increasing efficiency.
- **Comprehensive Service Range:** From drug and alcohol testing to DNA collections and medical courier transport, we offer one-stop compliance solutions.
- **Rapid Response:** Emergency and after-hours testing available, with fast turnaround for urgent needs.
- **Technology-Driven Operations:** Scheduling, documentation, and communication are streamlined using industry-leading platforms.
- **Chain-of-Custody Integrity:** All collections follow strict protocols to ensure accuracy and confidentiality.
- **Client-Focused Flexibility:** Customizable service packages for organizations of all sizes, including temporary and project-based staffing.
- **Trusted for Compliance:** Services are aligned with DOT, HIPAA, and OSHA standards, supporting clients in regulated industries.
- **Ready for Government & Corporate Work:** Active SAM.gov registration and experience targeting agencies, courts, transportation, and major employers.

Objectives

- **Secure Contracts with Key Employers:** Establish service agreements with colleges (sporting divisions), Peterbilt Motors, and local/state courthouses for drug testing and facility services.
- **Achieve Year 1 Revenue Target:** Reach \$120,000–\$180,000 in revenue through a mix of testing, staffing, and courier contracts.
- **Build Long-Term Government Relationships:** Become a trusted vendor for federal, state, and local agencies by meeting compliance and service standards.
- **Expand Service Offerings:** Add new testing methods, expand mobile operations, and introduce TPA services for employer drug testing compliance.
- **Develop Strategic Partnerships:** Form alliances with laboratories, healthcare facilities, and staffing partners to broaden service reach.
- **Enhance Operational Capacity:** Hire and train qualified collectors and support staff to increase coverage and responsiveness.
- **Strengthen Technology & Compliance:** Invest in technology and process improvements to ensure seamless, secure, and compliant operations.
- **Grow Brand Recognition:** Establish a reputation as a reliable, compliance-focused partner in regulated industries and government contracting.

Slogan

Clinical Accuracy. Compliance. Confidence.

Legal Entity

- **Entity Type:** Limited Liability Company (LLC)
- **Tax Classification:** S Corporation (S Corp)

Mission & Vision Statements

- **Mission Statement:** To deliver reliable, compliant, and convenient testing, collection, and staffing solutions that empower organizations to maintain safe, healthy, and productive environments.
- **Vision Statement:** To be the leading provider of compliance-focused healthcare support services, recognized for integrity, responsiveness, and innovation across regulated industries and government agencies.

Elevator Pitch

RenewPath Staffing Solutions LLC (dba RP Clinical & Compliance Solutions) is your trusted partner for regulatory-compliant drug testing, laboratory collections, and workforce solutions. We deliver mobile, on-site, and rapid response services tailored for colleges, employers, courts, and agencies assuring safety, compliance, and peace of mind.

Services Offered

- **Regulatory-Compliant Drug & Alcohol Testing**
 - DOT and Non-DOT testing (urine, breath alcohol, etc.)
 - Random, pre-employment, post-accident, and reasonable suspicion testing
- **DNA & Paternity Collections**
 - Court-ordered, immigration, and personal knowledge collections
 - Coordination with certified laboratories
- **Toxicology Coordination**
 - Specimen collection and secure transport to partner labs
 - Chain-of-custody documentation
- **Mobile/On-Site Testing & Collection**
 - Testing at client locations (worksites, schools, sports facilities, courts)
 - Rapid response and after-hours availability
- **Medical Courier & Specimen Transport**
 - Temperature-controlled transport for biological samples
 - HIPAA-compliant, secure courier services
- **Occupational Health Screenings**
 - Pre-employment and ongoing health checks
 - Physicals, TB testing, and immunization verification (as required by contract)
- **Background Checks & Compliance Screening**
 - Employment, criminal, and credential verification
- **Temporary & Project-Based Healthcare Staffing**
 - Certified collectors, coordinators, and support staff for short-term or project needs

- **Third-Party Administrator (TPA) Services**
 - Employer drug testing program management (policy development, compliance, reporting)

Equipment Needed

- **Mobile Testing Vehicle**
 - Outfitted with temperature control (e.g., Toyota Sienna XLE Hybrid)
 - Storage for collection kits, PPE, and secure specimen transport
- **Collection & Testing Kits**
 - DOT and Non-DOT urine drug test kits
 - Breath alcohol testing devices
 - DNA swab kits
 - Oral fluid collection kits (for future service expansion)
 - Chain-of-custody forms and seals
- **Personal Protective Equipment (PPE)**
 - Gloves, masks, lab coats, face shields
- **Secure Storage & Transport Supplies**
 - Lockboxes/coolers for biological specimens
 - Temperature monitoring devices
- **Technology & Software**
 - Laptops/tablets for on-site data entry and scheduling
 - Mobile hotspot/Wi-Fi for remote access
 - Scheduling and documentation platforms (Zoho, OnTime 360, Calendly)
- **Administrative Supplies**
 - Printers, scanners, and office supplies for documentation and reporting

Industry Analysis – SWOT

Strengths:

- Regulatory expertise and focus on compliance (DOT, HIPAA, OSHA)
- Mobile, on-site, and rapid response services
- Technology-driven operations for efficiency and accuracy
- Flexible, customizable service packages
- Active SAM.gov registration for government contracting

Weaknesses:

- Limited current staffing capacity (sole owner/operator)
- No established client base or contracts yet
- Reliance on partnerships for laboratory processing
- Limited brand recognition in a competitive market
- Need to hire and train additional certified collectors

Opportunities:

- Growing demand for compliance-focused testing in education, transportation, and government sectors
- Expansion into TPA services and new testing modalities
- Building partnerships with colleges, manufacturers, and courts
- Increasing regulatory requirements for drug testing and occupational health
- Potential for geographic expansion statewide and nationally

Threats:

- Intense competition from established testing and staffing providers
- Regulatory changes impacting service requirements
- Delays or challenges in securing key contracts
- Risks associated with single-operator business models (capacity, continuity)
- Economic fluctuations affecting client budgets for compliance services

Market Analysis
Customer Segments & Buying Patterns

- **Colleges and Universities (Sporting Divisions):**
 - Require regular drug testing for athletes and staff.
 - Value rapid, on-site testing and strict chain-of-custody compliance.
 - Typically purchase services via annual contracts or by event/season.
- **Manufacturers (e.g., Peterbilt Motors):**
 - Need ongoing drug testing for safety-sensitive roles and facility cleanup.
 - Prefer bundled services (testing + facility support).
 - Decisions often made by HR, compliance, or safety managers.
- **Courthouses (Traffic, Family, Drug Courts):**
 - Require on-demand and scheduled testing for court-ordered cases.
 - Value fast turnaround and reliable documentation for legal compliance.
 - Contracts awarded via bids or as approved vendors.
- **Government Agencies (Federal, State, Local):**
 - Purchase through RFPs, vendor lists, or cooperative purchasing agreements.
 - Require strict adherence to regulatory standards and documentation.
 - Often prefer vendors with active SAM.gov registration and disaster response capability.
- **Transportation & Logistics Companies:**
 - Require compliance with DOT and other federal regulations.
 - Purchase pre-employment, random, and post-accident testing.
 - Often use third-party administrators for program management.
- **Healthcare Facilities & Labs:**
 - Need reliable specimen transport and background screening.
 - Value HIPAA compliance and rapid, secure courier services.

- **Employers (10–250 Employees) in Regulated Industries:**
 - Seek turnkey solutions for compliance and risk management.
 - Purchase as-needed or through recurring service agreements.

Competition

- **National Testing/Staffing Chains:**
 - Large, established firms with greater resources and brand recognition (e.g., Quest Diagnostics, LabCorp, Concentra).
 - Offer broad geographic coverage and integrated lab services.
 - May have slower response times for mobile/on-site needs.
- **Regional/Local Providers:**
 - Small and mid-sized firms with strong local relationships.
 - Compete on price, speed, and customer service.
 - May lack advanced technology or full regulatory coverage.
- **Niche Specialist Firms:**
 - Focused on specific sectors (e.g., college athletics, government contracting).
 - Compete on specialized expertise and responsiveness.

Economic Environment & Barriers to Entry

- **Barriers to Entry:**
 - Regulatory requirements (DOT, HIPAA, OSHA) demand ongoing training, certifications, and strict protocols.
 - Need for investment in mobile equipment, technology, and secure transport solutions.
 - Building trust and credibility with government and institutional buyers can be time-consuming.
 - Insurance, bonding, and active registrations (SAM.gov, state/local vendor lists) are often required.
- **Regulation:**
 - Heavily regulated sector—non-compliance can result in loss of contracts, fines, or legal action.
 - Frequent changes in federal and state drug testing laws and privacy standards.
 - Background screening and medical transport also subject to federal and state oversight.
- **Economic Trends:**
 - Demand for drug testing and compliance services remains strong, especially in transportation, education, and government.
 - Budgets for compliance may tighten during economic downturns, but regulatory mandates sustain baseline demand.
 - Growing emphasis on mobile/on-site services and technology-driven solutions.

Pricing

Pricing for compliance testing, collection, and staffing services is determined by the intersection of service demand, regulatory requirements, and market supply. RenewPath Staffing Solutions LLC sets pricing to ensure clinical accuracy, regulatory compliance, and competitive value for clients in regulated industries.

Pricing Structure

- **Drug & Alcohol Testing**
 - DOT Urine Drug Test: \$85–\$120 per test (volume discounts available)
 - Non-DOT Drug Test: \$70–\$110 per test
 - Breath Alcohol Test: \$40–\$75 per test
 - On-site/Mobile Testing Surcharge: \$40–\$85 per visit
- **DNA & Paternity Collections**
 - Standard DNA Collection: \$150–\$250 per collection (includes chain-of-custody and secure transport)
 - Court-Ordered/Immigration Testing: Priced per contract or agency schedule
- **Medical Courier & Transport**
 - Local Specimen Courier: \$35–\$60 per delivery (within 25 miles)
 - Temperature-Controlled/Long-Distance: \$2.50–\$4.00 per mile
- **Occupational Health Screenings**
 - Pre-employment Health Screen: \$60–\$120 per person
 - TB/Immunization Verification: \$35–\$75 per person
- **Background Checks**
 - Basic Background Screening: \$35–\$60 per candidate
 - Comprehensive Screening (multi-county, credential): \$80–\$140 per candidate
- **Healthcare Staffing**
 - Project-Based Certified Collector: \$40–\$65/hour (minimums may apply)
 - Temp-to-Hire/Contract Staffing: Priced per project or negotiated agreement
- **Third-Party Administrator (TPA) Services**
 - Program Management Fee: \$300–\$700/month (based on employer size and service complexity)
 - Per Test/Collection Fee: As above

Pricing Principles

- Transparent, itemized quotes provided for all services.
- Volume and contract discounts are available for recurring clients and large employers.
- Emergency and after-hours rates are consistent—no premium surcharges for compliance-critical services.
- All pricing reflects the cost of regulatory compliance, certified personnel, and secure, technology-driven operations.

Market Position

RenewPath's pricing is benchmarked against regional and national providers to remain competitive while emphasizing quality, compliance, and rapid response. Pricing is reviewed regularly to reflect changes in regulatory requirements, supply costs, and market trends.

Projections

RenewPath Staffing Solutions LLC projects steady growth as contracts are secured, service offerings expand, and brand recognition increases across regulated industries and government agencies.

Year	Projected Revenue
Year 1	\$120,000–\$180,000
Year 2	\$200,000–\$275,000
Year 3	\$300,000–\$400,000

- **Assumptions:**
 - Revenue growth is driven by a mix of one-time and recurring contracts.
 - Expansion into TPA services and regional markets accelerates growth in Years 2–3.
 - Pricing remains competitive and reflects compliance-driven value.
 - Operating margins improve as service delivery becomes more efficient.
- **Expense Note:**
 - Startup and operating costs are expected to remain stable relative to revenue, with major investments in staffing, equipment, and technology as the business scales.

CERTIFIED TRAINING SOLUTIONS

Awards this

Certificate of Completion

To

Sabrina Flowers

For successful completion of

Specimen Collector Training

Including Proficiency Demonstration and Basic Information and Qualification Training
for Department of Transportation (DOT) collections

As required by 49 CFR Part §40.33

CEU Credits: 0.8 / # of contact hours: 8.0



Trainer Name: Brian Van Zutphen

Awarded on 10/28/2025

Expires five (5) years from the date above

CERTIFIED TRAINING SOLUTIONS

Awards this

Certificate of Completion

To

Sabrina Flowers

For successful completion of

Urine Specimen Collector Training

**Including Basic Information and Qualification Training
for Department of Transportation (DOT) collections
as required under 49 CFR Part 40**



Mock collections/proficiency demonstration must be completed and documented separately. This Certificate alone does not qualify the Collector to conduct DOT specimen collections.

Awarded on 10/13/2025

Certificate expires five (5) years from date awarded.

Certificate of Completion

This certifies that on October 20th, 2025

Sabrina Flowers

successfully completed the collection training for Buccal Swab
Specimen Collection and chain of custody procedures for
parentage / relationship / identity testing.

CERTIFIED DNA COLLECTOR SPECIALIST

The course included the study of basic information and proficiency demonstration.

M Tolman

Miranda Tolman, Instructor

Transmetron

www.TransmetronDrugTest.com

Certificate of Completion

This certifies that the person named below has completed a
1 Hour HIPAA Training Class
and has passed a written knowledge assessment

COURSE FOR HIPAA HIPAA TRAINING CLASS

Sabrina Flowers
Little Elm, TX

Date of Course Completion: 10/20/2025

Valid for 1 Year

Certificate Number: 1592609

This Program ID: 686426, has been approved for 1HR (General) recertification credit hours toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

Verify the authenticity of this certificate by visiting: NALearning.org/Verify



Mr. Robert A. Williams, Program Director
(888) 338-8855 | certificate@courseforhipaa.com



Certificate of Completion

This certifies that the person named below has completed a
1 Hour Bloodborne Pathogens Training Class
and has passed a written knowledge assessment

COURSE FOR BLOODBORNE PATHOGENS

BLOODBORNE PATHOGENS TRAINING CLASS

Sabrina Flowers
Little Elm, TX

Date of Course Completion: 10/20/2025

Valid for 1 Year

Certificate Number: 1592713

This Program ID: 686452, has been approved for 1HR (General) recertification credit hours toward aPHR®, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

Verify the authenticity of this certificate by visiting: NALearning.org/Verify



Mr. Robert A. Williams, Course Instructor
(888) 338-8855 | certificate@courseforbbp.com

