

## Our Substance Abuse Professionals



### Mac Jacobs, MA, LMHC, LMFT, CAP

- ✦ Over 20 years of clinical experience
- ✦ MA in Rehabilitation & Mental Health Counseling, University of South Florida
- ✦ Licensed Mental Health Counselor
- ✦ Licensed Marriage & Family Therapist
- ✦ Certified Addictions Professional
- ✦ Internationally Certified Alcohol & Drug Counselor

### Aaron Norton, MA, LMHC, CAP, CRC

- ✦ 10 years of clinical experience
- ✦ MA in Rehabilitation & Mental Health Counseling, University of South Florida
- ✦ Licensed Mental Health Counselor
- ✦ Certified Addictions Professional
- ✦ Certified Rehabilitation Counselor
- ✦ Internationally Certified Alcohol & Drug Counselor

1501 S. Belcher Rd., Ste. B-4  
Largo, FL 33771

**Integrity**  
Counseling & Coaching

# Integrity

Counseling & Coaching

## Substance Abuse Professional (SAP) Services



1501 S. Belcher Rd., Ste. B4  
Largo, FL 33771  
(727) 531-7988 ♦ Fax: (727) 531-0950  
[www.integritycounseling.net](http://www.integritycounseling.net) ♦ [integritycounsel@aol.com](mailto:integritycounsel@aol.com)

## Want to Get Your Employee Back to Work?

When one of your employees violates a Department of Transportation (D.O.T.) rule, the employee is referred to a Substance Abuse Professional (SAP) for an evaluation that may be used as a plan for returning your employee to work.

### D.O.T.VIOLATIONS

- ◆ Employee tests positive for alcohol or controlled substances
- ◆ Employee uses alcohol or controlled substances while on duty
- ◆ Providing safety-sensitive functions within 4 hours of consuming alcohol
- ◆ Consuming alcohol within 8 hours following an accident (unless alcohol test was conducted)
- ◆ Using any controlled substance without a prescription
- ◆ Refusing an alcohol or drug test

## We Can Help

Integrity Counseling & Coaching can offer you:

- Qualified, experienced substance abuse professionals
- Day, evening, and weekend hours at 2 locations in Pinellas County for your convenience
- Information on SAP evaluations and the Return-to-Duty process
- Evaluation and referral services designed to protect you, your employee, and the traveling public.
- Get an EAP contract with Integrity Counseling and your employee can get both evaluation and treatment at one place.

## Put Us to Work For You Today

For more information, contact:

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