



PHYSICAL CAPACITY PROFILE®

*Matching physical abilities to
the physical demands of a job,
creating a cost-effective,
efficient work force.*



The Physical Capacity Profile® Testing System helps employers by:

Reducing injuries by ensuring employees have the physical strength to safely perform their job responsibilities.

Reducing workers compensation exposure by documenting impairments that an employee brings with them to the workplace, per the American Medical Association (AMA) Guides.

Providing pre-injury baseline measurements on an employee allowing treating professionals to expedite the rehabilitation process.

Have you ever wondered if a new hire really had the strength and fitness to do the job they were hired for?

Concerned about a new employee bringing an old injury to their position within the company?

Ever wondered if an employee was really ready to return to the same job after an injury?



Objective Baseline Data

The information gathered from the PCP Testing System can prove to be extremely valuable for a number of professionals involved in injury treatment and injury compensation.



1. **Physicians** appreciate having pre-injury measurements to assist in assuring employees are returned to their previous strength levels. Without objective data, the treating professionals are left trying to measure uninjured limbs that may or may not be comparable to the injured body part.

2. **Employers'** legal teams many times are left trying to defend claims from employees claiming to have been 100% healthy prior to an injury. In the past, medical information made available from other testing methods such as job simulation and physician physicals has been disputable because of its subjective nature leaving both the company and its counsel in an indefensible position.



3. **Insurance companies** for years have paid for workers compensation claims that were not caused by or at their insured's place of employment. Without reliable medical information both the company and the insurance company must assume an employee is/was 100% healthy and pay to rehabilitate or compensate back to zero. Research shows that few if any are 100% healthy as defined by the American Medical Association Guides. Most state workers compensation statutes support an employer if they can provide objective data proving an employee brought musculoskeletal impairments to the work place.

“More employers are giving these tests so doctors have objective data to base findings on, which means it’s admissible in court. With these tests the employer and the employees will have the evidence they need to prove in court the extent of injury.” — Rebecca Tatlow, Workers Compensation Attorney

Cost-Effective

Research has demonstrated that measuring the physical forces or the essential functions of a position and matching an employee's physical strength to those job responsibilities significantly reduces injuries in the workplace. Employers



that hire people without the strength needed for their positions create unwanted exposure for themselves and possible long term negative conditions for an employee. Cost conscience management knows that fewer lost work days due to workers compensation claims will result in increased productivity and profits. Minimizing the risk of injury assists employers in reducing one of their fastest growing expenses, workers compensation.

PCP testing sites have the capability to assist employers with workplace measurements to determine the physical forces required by employees to perform their job functions. The physical demands of pushing/pulling, lifting and carrying requirements are added to an employer's job description making them more accurate. Accurate physical forces in a job description also assist the treating professionals in the return to duty process. Once the physical forces are determined, jobs are placed into one of five classifications as defined by the U.S. Department of Labor.

“All of our new hires are now required to have Physical Capacity Profile® testing. As a result we have not had a workers compensation claim on anyone who has gone through the testing procedure.” — Tom Bishop, President of Blair Milling and Elevator Company

Rapid delivery of the test results allows management quick placement of newly hired employees. Electronically captured data, and third party analysis and reporting eliminates any concerns of human error or report manipulation.



“As a Workers Compensation defense attorney, I frequently receive new assignments and wish I had a “before picture” to compare to the “after picture” once an employee has achieved maximum medical improvement.”

— Jerry Harmison, Jr., Attorney

Benefits of the Physical Capacity Profile® Testing System

- \$1 spent testing returns \$6-8 in direct medical cost savings to employers
- 10% to 30% decrease in workers compensation premiums to employers
- 30% decrease in workers compensation injury rates
- Job re-engineering to expand the pool of qualified workers
- Increase in worker morale and productivity



Getting Started

PCP Network locations begin by assisting employers to:

- Identify jobs that are physically demanding or have high injury rates.
- Measure the physical demands of those jobs and update job descriptions/policies.
- Begin testing.

“We saw a community need and developed a state-of-the-art Business Health Service (BHS) Program to meet it. Our area employers were beginning to recognize that screening helps them lower the risk of work-related injuries and reduce the number of workers compensation claims—and we saw a way to help them out while providing a positive experience at our hospital for the companies and employees.” — John Jacobson, Atchison Hospital CEO

Department of Labor's Dictionary of Titles — Integrative Employee Placement

Level 1—Sedentary Work Exerting up to 10 pounds of force occasionally, and/or a negligible amount of force frequently. Involves sitting most of the time, but may involve walking or standing.

Level 2—Light Work Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently. Required walking or standing to a significant degree; or requires sitting most of the time but entails pushing and/or pulling of arm or leg controls.

Level 3—Medium Work Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly.

Level 4—Heavy Work Exerting 50 to 100 pounds of force occasionally, and/or 25 to 50 pounds of force frequently, and/or 10 to 20 pounds of force constantly.

Level 5—Very Heavy Work Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly.

OPC Training Requirements

Only individuals with the following credentials will be trained and certified to administer the Physical Capacity Profile®:

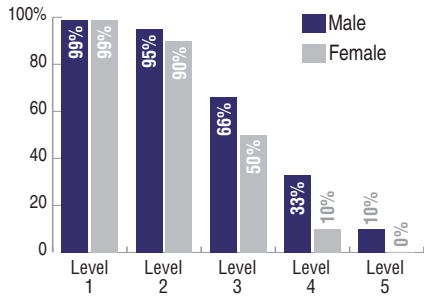
- Licenced Practical Nurse (L.P.N.)
- Registered Nurse (R.N.)
- Advanced Registered Nurse Practitioner (A.R.N.P.)
- Certified Physical Therapist Assistant (C.P.T.A.)
- Physical Therapist (P.T.)
- Registered Certified Occupational Therapy Assistant (C.O.T.A.)
- Occupational Therapist (O.T.)
- Physician Assistant (P.A.)
- Doctor of Chiropractic Medicine (D.C.)
- Doctor of Osteopathy (D.O.)
- Doctor of Medicine (M.D.)
- Athletic Trainer (A.T.C.) (by state)

Only individuals who have been certified for the Physical Capacity Profile® Testing and have the following credentials will be trained and certified to perform the Functional Capacity Evaluation:

- Occupational Therapist (O.T.)
- Physical Therapist (P.T.)
- Doctor of Osteopathy (D.O.)
- Doctor of Medicine (M.D.)

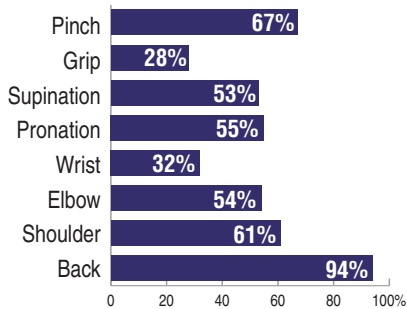
Can they do the job?

Physical Capacity Profile® Work Demand Study — The graph below shows the percentage of males and females capable of Department of Labor Lifting Levels (see left) as determined by isometric strength and fitness testing of 2,482 industrial employees.



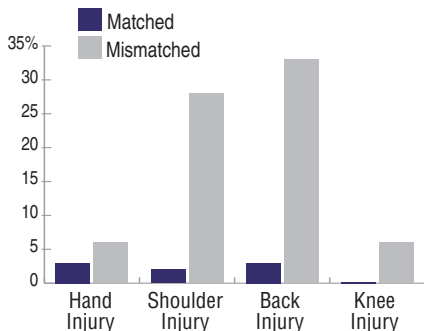
Are they impaired?

Presumptive Impairment Study — Based on a three-month collection period from 283 tested employees, this study shows the percentage of new hires walking in with pre-existing impairments per the AMA Guides.



Are employees mismatched?

Matched vs. Mismatched Study — This study shows a comparison between the number of injuries cited for employees placed in jobs where they had the physical skills verses those placed in jobs and didn't have the physical skills.



Physical Capacity Profile®

Occupational Performance Center
519 S. Santa Fe
Salina, Kansas 67401
785-825-4444

Employee Name: Joe Smith
Sex: M Age: 37 Height: 74
Social Security Number: 222-22-2222
Employer: ABC Truck Company
Job Title: Conductor
Date Tested: 9/12/2004

Strength and #	Value
Hand Grip	72 lbs
Dynamic BP	121 mmHg
Dynamic BP	141 mmHg
Weight	220 lbs
% Body Fat	28 percent
Spine	450 degrees
Spine	100 degrees
T12 ROM	40 degrees
Neck ROM	40 degrees
Trunk L & Flex	10 reps
Squat	2 reps
Stair	16 lbs
Push Right	15 lbs
Push Left	120 lbs
Carp Right	110 lbs
Carp Left	70 lbs
File	9.16 lbs
Supination Right	9.36 lbs
Supination Left	5.21 lbs
Rotation Left	8.80 lbs
Neck Flexion Right	13.80 lbs
Neck Flexion Left	14.54 lbs
Elbow Flexion Right	34.07 lbs
Elbow Flexion Left	33.17 lbs
Elbow Extension Right	33.68 lbs
Elbow Extension Left	22.04 lbs
Shoulder Flexion Right	24.2 lbs
Shoulder Flexion Left	137.26 lbs
Trunk Lift	155.82 lbs
Leg Lift	

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Medical

Insider

Client has a history of carpal tunnel syndrome. This pre-popping, holding, and/or lifting.

The client has a history of pain episodes of back pain, lifting/lowering tasks.

Fracture of Lower Extremity

Client has history of a recently surgically treated segment approximately a 30% impairment to her Performance Impairment, 40-45%.

This individual has a noted 26-27 percent difference Performance Impairment, 40-45%.

Measured Diastolic angle of the back indicates a Performance Impairment, 40-45%.

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Employer: ABC Truck Company
Job Title: Conductor
Date Tested: 9/12/2004

Level 1: Balance Test Standing up to 10 pounds of force occasionally, and/or up to 50 pounds of force frequently, involves sitting most of the time, but may involve a steady pace.

Level 2: Light Work Pushing up to 20 pounds of force occasionally, and/or a negligible amount of force frequently, involves sitting most of the time, but may involve a steady pace.

Level 3: Medium Work Pushing up to 25 pounds of force occasionally, and/or up to 50 pounds of force frequently, requires walking or standing up to 10 pounds of force occasionally.

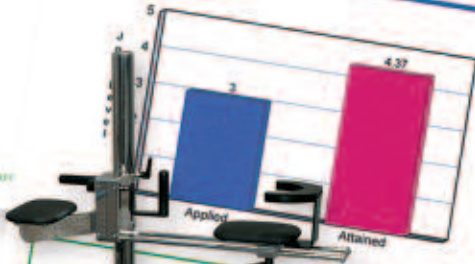
Level 4: Heavy Work Pushing up to 50 pounds of force occasionally, and/or up to 25 pounds of force frequently, and/or greater than 20 pounds of force constantly.

Level 5: Very Heavy Work Pushing in excess of 100 pounds of force occasionally, and/or in excess of 75 pounds of force frequently, and/or in excess of 25 pounds of force constantly.

OCCUPATIONAL PERFORMANCE CENTER

OCCUPATIONAL PERF

OCCUPATIONAL PERFORMANCE CENTER 519 S. Santa Fe Salina, Kansas 67401 Tel. Phone (785) 825-4444



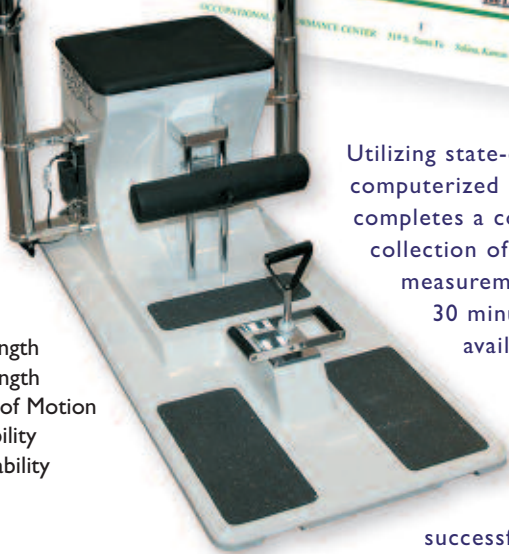
Level Applied For: 2 Job Level Attained: 4

Components of the Physical Capacity Profile®

- Comprehensive Medical Review
- Upper Extremity Strength
- Lower Extremity Strength
- Active Lumbar Range of Motion
- Lower Extremity Mobility
- Maximum Lifting Capability
- Safe Lifting Technique
- Trunk Strength
- Fitness
- Spirometry

Utilizing state-of-the-art computerized software, the PCP completes a comprehensive collection of multiple strength measurements in as little as 30 minutes with results available within minutes.

The PCP Testing System is ADA and HIPAA compliant and has successfully undergone EEOC audits.



Occupational Performance Center (OPC) is a network of independently owned testing facilities located across the Midwest utilizing the The Physical Capacity Profile® (PCP) Testing System.



Dr. Harbin, M.D.

In 1988 at the request of industries, Dr. Harbin made a substantial investment of time to review the literature and respected testing methods regarding the reduction of work place injuries. His research resulted in the development of specialized medical equipment—The Physical Capacity Profile® Testing System—that has subsequently been patented.

OPC establishes and supports PCP testing sites in communities across the Midwest, enabling local medical clinics, hospitals and physicians to provide PCP testing services to area businesses. Test administrators, in addition to their professional medical credentials, are trained and certified by OPC to conduct PCP testing.

The PCP Testing System helps occupational and human resource professionals place employees in the appropriate job to minimize the potential of injury, while documenting each employee's physical capacity and impairments. It is a comprehensive testing procedure that documents an employee's physical skills and AMA-related impairments with a database composed of more than 44,000 tests. It is also designed to accommodate individuals with handicaps.

The PCP Testing System is supported by years of research. Read about our findings in *The American Journal of Industrial Medicine*, 47.296-307 (2005) and 49.223-230 (2006).

www.physicalcapacityprofile.com

OPC • 519 S. Santa Fe, Salina, KS 67401 • 785-825-4444