

How can **WorkSTEPS**[®] work for you?



WHAT IS WORKSTEPS?

WorkSTEPS, Inc. is the nation's leading provider of functional employment testing. Our tests are medically-safe, legally compliant, scientific and objective, and they are specifically-designed to match a worker's functional capabilities with the essential functions of the job. Our trained, licensed, certified and managed network of healthcare clinicians administers WorkSTEPS' proprietary employment testing in 48 states nationally. Standardized programming, training, exceptionally talented staff and state of the art technology systems make our system the best in the nation!



“ Back injuries went from 46 per year to 5 per year in a two year period, while injury expenses decreased 84% the first year we implemented the WorkSTEPS Program.”

NATIONAL OIL WELL SERVICING COMPANY

OUR HISTORY

WorkSTEPS was founded in 1986 by Larry Feeler, PT, CEAS. Mr. Feeler remains the Founder/CEO of WorkSTEPS to this day. WorkSTEPS is a privately held Corporation based in Austin, TX. Our mission is to administer medically safe, legally-compliant, scientific and objective employment tests that address the rising incidence of injury and cost of workers' compensation claims.

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MEDICALLY-SAFE

LEGALLY COMPLIANT

SCIENTIFIC

OBJECTIVE

WorkSTEPS[®] Functional Employment Testing



WorkSTEPS' content-valid functional employment testing includes pre-employment post-offer testing, post-employment fit-for-duty testing, upper quadrant/carpal tunnel testing, return-to-work fit-for-duty, and functional capacity evaluations (FCE) post-injury. WorkSTEPS has performed millions of functional employment tests since the company was fully-incorporated in 1994.

WorkSTEPS testing differs from physician's physicals because WorkSTEPS testing scientifically evaluates and assesses an employee's functional capabilities, which are then correlated with the physical demands of the job for which a candidate is being considered. Content-valid essential functions testing – where the employee lifts enough weight to attempt the actual essential functions of the job – and medical testing – which measures full-body baseline capabilities – have been a part of the WorkSTEPS process since its inception. Such "individualized assessment" data is invaluable when questions arise about how much of a musculoskeletal injury was work-related.

WORKSTEPS FUNCTIONAL EMPLOYMENT TESTING: PROVEN RESULTS

WorkSTEPS has become a critical part of an organized and systematic business model that is automated, validated, measurable, and offers a predictable return on investment. Companies that begin using WorkSTEPS typically experience significant and immediate results. Historical data indicates that implementing WorkSTEPS testing reduces injury claims and related costs to employers by 40-to-50 percent over the previous years' claim costs, with continued reductions thereafter.

Companies that utilize WorkSTEPS post-offer testing experience these benefits:

- Decreased turnover
- Increased worker productivity
- Safer work environment
- Reductions in lost time
- Diminished incidence of fraud and abuse
- Reduced modifier rates and Workers' Compensation premiums
- Reduction in Group Health costs

WorkSTEPS' program also helps mitigate costs and days-lost due to injury throughout the post-injury process, offering the following benefits:

- Historical pre-injury data from post-offer tests can be used as a "baseline" for claims
- WorkSTEPS testing data can assist in resolution of claims
- WorkSTEPS testing helps mitigate the number and cost of claims
 - WorkSTEPS testing helps evaluate physical performance and capabilities post-injury
 - WorkSTEPS data helps facilitate accommodation to reduce employee time-lost due to injury

Choose Club Rehab Hawaii....Choose WorkSTEPS!

For more information and additional details about WorkSTEPS testing at Club Rehab Hawaii call us at (808) 322-8400 or visit us online at <http://www.clubrehabhawaii.com>.