



FIT for WORK - Case Study:

Frito Lay – San Antonio, Texas, implemented an On-Site Early Intervention Program in 1992. The program involved prevention and early intervention treatment. A musculoskeletal injuries prevention program was developed for packaging employees who were at high risk.

1. Workstation Analysis

FIT for WORK first conducted a review of statistics relating to injury and lost time data over the preceding five years. These were broken down by department and injury type to determine which area posed the highest risk. FIT for WORK interviewed packagers and videotaped them at work while conducting a Physical Demands Analysis. Using this information, FIT for WORK developed a plan to prevent job related injuries.

2. Hazard Prevention

Utilizing data from the Worksite Analysis, FIT for WORK identified other job related hazards. These hazards were reduced by modifying existing equipment, installing anti-fatigue floor mats, reinforcing basic body mechanics for efficient job performance, maintaining appropriate postures during job tasks and integrating stretching exercises into the normal work routine.

3. Medical Management

An On Site therapy clinic encouraged employees to report signs and symptoms early so that conservative treatment could begin and future problems or injuries could be avoided. When the case became serious enough for FIT for WORK to refer to a physician, the treatment was provided On Site, and case management was activated. Workers with early signs or symptoms are treated conservatively and within OSHA guidelines to prevent recordable injuries and illnesses.

4. Training and Education

Employees were trained to reduce risk by being shown how to maintain proper working postures and to identify improper or high risk working habits. All NEW employees are oriented to the safety culture as part of their normal training procedures.

5. Return on Investment

Implemented in 1992, Frito Lay realized a reduction in OSHA recordable injuries by 85% within the first two years. Workers' Compensation costs were reduced by over 50% since the program began. Frito Lay, San Antonio, is recognized for the best ergonomic program within their company. This location is an OSHA VPP Star site. (VPP – Voluntary Protection Program) and received "Best Practice" recognition for its Ergonomic and Medical Management program.

On Site Services - Impact

HEB Grocery

Kevin has seen firsthand effects of the program. "It provides employees with valuable types of information to treat and ease pain, Holguin says. The therapists make sure the employees know specific exercises, individualized treatments and the **ergonomically correct ways to perform their job tasks.**"

Kevin Holguin, Corporate Safety Director

Republic National Distributing Company

"I was the biggest skeptic, but from the beginning they proved to be efficient and effective. Overall during the first three years we **saved almost \$750,000 in direct costs**, reduced our incident rate by over 75%, and reduced our worker's compensation premium/costs."

Steve Hughes, Vice President of Operations

Frito Lay

"FIT for WORK has provided On Site Occupational Health services to Frito Lay for over 14 years. During that time they have more than exceeded our expectations for injury reduction and cost containment for ergonomic related injuries and illnesses. In fact, their organization was instrumental in helping us achieve the **OSHA VPP Star designation** in 2000 at which time our ergonomics program received a **"Best Practice" recognition**. FIT for WORK provides both personable and professional consultative services of the highest standard."

Joe Kutach, SGE, Safety and Security Manager

Checks in the Mail

"They really find out what is going on, what is wrong with a person in total. Workers routinely suffered strained backs; however, the occupational therapists have intervened with an injury prevention regimen and **reduced the company's recordable injuries by 85%.**"

Gary Lenard, Director of Human Services

"FIT for WORK is more than consulting: they exhibit total team concern and integrity and were instrumental in exceeding our goal of **reducing injuries by 85%** the first year alone. They are constantly seeking to add value while they continue to provide more than they promised."

Crystal Elliot, Human Resources Manager

Return on Investment

Signal

"FIT for WORK had a vision for a prevention service, with the goals of reducing on the job injuries, keeping people at their jobs and **cutting down on Workman Comp costs**. FIT for WORK positions itself as a solution provider: their expertise allows them to assess the clients' need and set in place a program of care that will reduce the number of injuries and the workers compensation costs."

Gerard Migeon, President

Safety Division - OSHA Compliance

Pressure Systems International

"Forrest Richardson is a business and Certified Safety Professional who is committed to understanding and assisting the business community by providing comprehensive, cost-effective employee training and education. Forrest is a dynamic and energetic speaker, trainer and facilitator. He has been a guest speaker for local industry associations and has facilitated hundreds of sessions across many different industries."

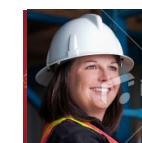
Mike McIver, Vice President Manufacturing



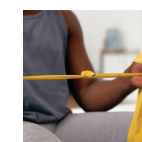
Occupational Health & Safety Services



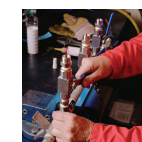
◆ Onsite Services
Health & Wellness



◆ Ergonomics
Physical Demands Analysis



◆ Fit for Duty Testing
Employment & Return to Work



◆ Employee Training
Supervisor & Staff



◆ Certification Training
CPR, First Aid, & AED



◆ Safety Division -
OSHA Compliance
Development & Implementation

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On Site Services - Early Intervention

Will These Programs Benefit Our Organization? – YES!

Businesses and municipalities that have implemented On Site - Early Intervention Programs have seen a drastic reduction of work injuries and lost time workdays.

Occupational Health and Safety Consultants provide businesses with proven innovative services, and utilize effective preventative measures and / or health care management strategies which may include one or more of the following services:

- **Comprehensive Prevention & Core Analysis** – Occupational Health Consultants review OSHA record keeping logs; the history of claims; loss runs; safety and ergonomics programs; the injury prevention process; medical provider networks; and medical utilization.
- **Physical Demands Analysis** – Occupational Health Consultants observe work processes and perform an analysis of selected high risk areas. We develop solutions using a combination of functional ergonomics and training.
- **Early Intervention** – Employees are seen by a licensed therapist in order to provide prompt attention to early signs and symptoms or acute care of musculoskeletal cases.
- **On Site Physical Therapy** – With a primary goal of “stay at work” verses “return to work”, the site therapist provides prescriptive care in an evidence based model in the event all other means of prevention and musculoskeletal first aid are unable to fully resolve an employee’s concerns.

Program Benefits Include:

- Reduction in hard and soft costs associated with work and non-work related injuries
- Increased Company Productivity and Profitability
- Improved Employee Morale and Decreased Worker Turnover
- Elimination or minimization of risks with work related injuries
- Incorporates Medical Management and avoids Medical Monitoring
- Quantifying essential physical demands used for job descriptions or employment testing
- Best practice identification and training
- Lean Ergonomics – Process Improvement through Ergonomic Interventions

FIT for WORK... are you?

FIT for WORK Centers

Can You Help Us Hire Qualified Candidates? – YES!

FIT for WORK Centers provide clients access to quality care and a wide array of preventative services.

- **Employment Testing** - This employee evaluation is completed post offer and provides the client with an assessment of a new candidate’s physical ability as they relate to performing the essential physical functions of a job. Additionally, this evaluation provides the client with an objective assessment, (a baseline) of a new employee’s physical function and history in the event of a future injury. This evaluation is ADA / EEOC compliant.
- **Fit for Duty / Return to Work Testing** – Applied in a similar manner as a Post Offer Test, this is a functional evaluation of an employee following an injury. This assists with functional return to work as well as monitoring the effectiveness of any treatment being provided.
- **Functional Capacity Evaluation** – This evaluation is a comprehensive musculoskeletal and physical abilities test that measures a person’s maximum safe performance levels as they relate to specific jobs or general conditioning.

Do You Service Our Industry? – YES!

Services Including but not limited to:
Aerospace, Airlines, Catering, Call Centers, Construction, Data Processing, Distribution & Shipping, Food Service, Garment Manufacturing, Grocery Manufacturing, Grocery Service, Manufacturing, Mining, Oil & Gas, Retail, School Districts.

Can You Train Our Employees - YES!

FIT for WORK provides employees educational opportunities consisting of classroom instruction and hands on learning experiences. These courses combine education in human anatomy, body mechanics, and basic ergonomic principles. Some classes we offer are:

- Back Education and Body Mechanics Training
- Seated WorkStation Design
- Employee Wellness
- Train the Trainer Programs for Selected Topics
- CPR, First Aid and AED, (Automated Electronic Defibrillator)

Safety Division - OSHA Compliance

Can You Assist Us With Safety Classes? – YES!

- **Certified Safety Professionals** - Our team can help you regarding OSHA compliance by: conducting a comprehensive Safety Program Audit; Safety Program Development; or Individualized Program Implementation. Compliance with OSHA regulations can prevent accidents; reduce workers’ compensation claims; and avoid fines thereby dramatically increasing employee morale, production and company profitability.
- **Job Hazard Analysis**—Our safety Consultants perform a detailed safety evaluation of selected areas; including a review of OSHA record keeping logs, history of claims, safety and ergonomics related requirements, and job specific safety concerns. Specific plans are developed and implemented to maximize compliance and safe work behaviors.
- **Safety Division and OSHA Compliance** - Our course curriculum is designed to equip staff with the ability to identify, control, and/or eliminate hazards as well as produce a more informed, competent and efficient work force. Areas that we cover in our evaluations and course work include, but are not limited to:

- Lock Out / Tag Out
- OSHA 10 Hour Courses
- OSHA 30 Hour Courses
- Powered Industrial Truck
- Emergency Action
- Fire Protection
- Reporting and Record Keeping
- Hazard Communication
- Welding, Cutting and Brazing
- Hearing Conservation
- Walking and Working Surfaces
- Personal Protective Equipment
- Inspections, Citations, Penalties
- Materials Handling & Storage
- Medical Mgmt. & First Aid
- Blood borne Pathogens
- Crane and Rigging
- Electrical Safety
- Sanitation Hazard Communication
- Hazard Materials
- Machine Guarding
- Respiratory Protection
- Confined Space Entry
- Effective Safety Committees
- FIT testing Analysis

OSHA Ready... are you?