



FUNCTIONAL EMPLOYMENT TESTING SERVICES

WorkSTEPS[®]
At Work!

www.worksteps.com

MEDICALLY-SAFE

LEGALLY COMPLIANT

SCIENTIFIC

OBJECTIVE

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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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 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 and medical testing 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 WorkSTEPS!

For more information and additional details about WorkSTEPS testing, call us at (512) 617-4100 and visit www.worksteps.com





WorkSTEPS® TESTING: EASY TO MANAGE

Dedicated Account Manager

WorkSTEPS will dedicate an account manager to act as liaison between the employer, WorkSTEPS, and all of the WorkSTEPS providers participating in the account!

Online Scheduling

WorkSTEPS offers the convenience of online scheduling, which allows employers to track the progression of an appointment in real-time from submittal to completion, including the location, date and time, and result of the test.

Automated Reporting

WorkSTEPS provides employers with automated, standardized reports within 24 hours of a candidate or employee being administered an evaluation. Reports can be communicated via email, fax or through the United States Post Office.

WorkSTEPS Technology Systems

WorkSTEPS data is stored on a secured state-of-the-art server, off-site, with a national vendor that manages and provides state-of-the-art disaster recovery protection, and is available to employers at any time.

Statistical Reports. WorkSTEPS can provide employers with monthly, quarterly, or annual reports that detail the locations the employer is testing, the employees tested at each of these locations, their gender, birth dates, positions being tested, and results (capable, not capable, incomplete, medical risk).

ROI Reports. WorkSTEPS is happy to produce limited annual ROI studies for employer clients at no cost to the employer.

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Website: www.worksteps.com

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