Hiland Dairy Foods Company

ESSENTIAL JOB FUNCTIONS ASSESSMENT
PHYSICIAN'S REPORT

NAME OF CANDIDATE: _____

AVAILABLE JOB: Full Service Merchandiser

☐ FULL TIME ☐ PART-TIME

TO BE COMPLETED BY COMPANY				TO BE COMPLETED BY PHYSICIAN		
ESSENTIAL JOB FUNCTIONS	DURATION		FREQUENCY OF REPETITION	MEDICAL SUITABILITY FOR JOB		
Physical Tasks	Hours per Shift	Percent of Shift	Repetitions per Shift	Yes	No	If no, explain restrictions
Standing	7-8	70	Continuous			
Walking	7-8	70	Continuous			
Climbing	7-8	70	Continuous			
Bending	7-8	70	Continuous			
Twisting	7-8	70	Continuous			
Pushing/Pulling	7-8	70	Continuous			
Reach above shoulder	4-5	40	Continuous			
Reach at shoulder	4-5	40	Continuous			
Reach below shoulder	4-5	40	Continuous			
Lift/Carry/Lower: 1-15 lbs						
15-30 lbs						
30-45 lbs						
45-60 lbs						
60-90 lbs						
90-120 lbs	7-8	70	Continuous			
Repetition-Hand/Wrist: simple grasping	7-8	70	Continuous			
Firm grasping	7-8	70	Continuous			
Emersion: Cold Water						
Equipment Operated:						
Physical Exposure						
Temperature (Hot)	10-12	100				
Temperature (Cold)	10-12	100				
Humidity	10-12	100				
Noise/Vibration	10-12	100				
Chemical Contact						
Other:						

☐ The candidate is medically qualified to perform the job described.
☐ The candidate is medically qualified with the above noted restrictions.
☐ Due to significant risk the candidate is not medically qualified for the job described.

Physician's Signature: _____, M.D. Date: _____