

# *Hiland Dairy Foods Company*

## ESSENTIAL JOB FUNCTIONS ASSESSMENT PHYSICIAN'S REPORT

NAME OF CANDIDATE: \_\_\_\_\_

AVAILABLE JOB: Dairy Plant Worker

FULL TIME

PART-TIME

### TO BE COMPLETED BY COMPANY

ESSENTIAL JOB FUNCTIONS	DURATION		FREQUENCY OF REPETITION
	Hours per Shift	Percent of Shift	Repetitions per Shift
Physical Tasks			
Standing	7-8	100	Continuous
Walking	7-8	100	Continuous
Climbing	1	10	Continuous
Bending	1	10	Continuous
Twisting	6	75	Continuous
Pushing/Pulling	7-8	100	Continuous
Reach above shoulder	2	25	Continuous
Reach at shoulder	7-8	100	Continuous
Reach below shoulder	7-8	100	Continuous
Lift/Carry/Lower: 1-15 lbs	7-8	100	Continuous
15-30 lbs	7-8	100	Continuous
30-45 lbs	7-8	100	Continuous
45-50 lbs	7-8	100	Continuous
50-90 lbs			
90-120 lbs			
Repetition-Hand/Wrist: simple grasping	7-8	100	Continuous
Firm grasping	7-8	100	Continuous
Emersion: Cold Water			
Equipment Operated:	7-8	100	Continuous
Physical Exposure			
Temperature (Hot)	7-8	100	Varies
Temperature (Cold)	7-8	100	Varies
Humidity	7-8	100	Continuous
Noise/Vibration	7-8	100	Frequently
Chemical Contact	3-4	50	Varies
Other:			

### TO BE COMPLETED BY PHYSICIAN

MEDICAL SUITABILITY FOR JOB		
Yes	No	If no, explain restrictions

- 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: \_\_\_\_\_