

Hiland Dairy Foods Company

ESSENTIAL JOB FUNCTIONS ASSESSMENT PHYSICIAN'S REPORT

NAME OF CANDIDATE: _____

AVAILABLE JOB: **ROUTE SALES DRIVER**

FULL TIME

PART-TIME

TO BE COMPLETED BY COMPANY			
ESSENTIAL JOB FUNCTIONS	DURATION		FREQUENCY OF REPETITION
Physical Tasks	Hours per Shift	Percent of Shift	Repetitions per Shift
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	7-8	70	Continuous
45-60 lbs	2-3	30	Occasional
60-90 lbs			
90-120 lbs			
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:			

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: _____