

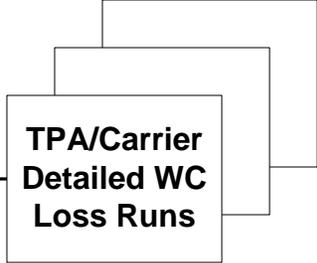


Integrating CRT Pre-employment Screening Into Hiring Practices



Who: Employer & CRT

1. Identify Job Classes for Testing
Base on MSD Injury Frequency and Severity by Job



Who: CRT

2. Conduct Job Task Analysis (JTA) to Identify Essential Job Functions
Performed by Ergonomist

Tasks	When climbing vertical ladders on gentry, climbing steps, pulling on mooring lines							
15. LIFTING/CARRYING/ PUSHING/PULLING	Lifting Carrying	Pushing Pulling	Lifting Carrying	Pushing Pulling	Lifting Carrying	Pushing Pulling	Lifting Carrying	Pushing Pulling
Up to 10 lbs.	X		X	X				
Notes	Lifting and carrying supplies				Lifting and pulling on mooring lines			
11 - 15 lbs.	X	X						
Notes	Lifting and pulling on mooring lines as a team member							
16 - 25 lbs.	X	X						
Notes	Lifting and carrying chain falls; Pulling and tightening chain falls on the gentry in order to move latches and hatch beams into place.							

Who: CRT

3. Convert JTA Data to CRT Body Index Score (BIS)
Base on Department of Labor Dictionary of Occupational Titles. Employer Approves BIS

U.S. Department of Labor and CRT Definitions of Strength Levels

STRENGTH LEVELS	OCCASIONAL 1 to 100 reps/lifts	FREQUENT 101 to 200 reps/lifts	CONSTANT 201 to 500 reps/lifts	CRT BODY INDEX SCORE
Secretary	0 - 10 lbs	NOT CATEGORICAL		100
Secretary-Light	11 - 20 lbs	2 - 9 lbs		101 TO 120
Light	21 - 25 lbs	10 - 13 lbs	NEGLECTABLE	121 TO 150
Light-Medium	26 - 30 lbs	14 - 17 lbs	7 - 10 lbs	151 TO 170
Medium	31 - 35 lbs	18 - 21 lbs	11 - 14 lbs	171 TO 200
Medium-Heavy	36 - 40 lbs	22 - 25 lbs	15 - 22 lbs	201 TO 230
Heavy	41 - 50 lbs	26 - 30 lbs	23 - 30 lbs	231 TO 250
Very Heavy	>50 lbs	>30 lbs	>30 lbs	251 PLUS

The following are descriptions of the eight terms in which the Strength Factor is expressed:
S-Secretary Work - Exerting up to 10 pounds of force occasionally (Occasionally: activity or condition exists up to 1/3 of the time) and/or a negligible amount of force frequently (Frequently: activity or condition exists from 1/3 to 2/3 of the time) to lift, carry, push, pull or otherwise move objects, including

Who: CRT

4. Test All Applicants for Job Classes Designated for Testing



Who: Employer

5. Compare Applicant BIS Rating to Minimum BIS Required for the Job Class
Hiring Decision Made Considering all HR Criteria

CRT

2811 N. Harrison Street - Doverport VA 22604 Phone: 502-391-6995 Fax: 502-391-8908

New Hire Functional Testing

NAME/DOC. NO.: John Doe
TEST DATE: 6/30/2008
COMPANY/LOCATION: United Marine Tampa, FL
JOB CLASSIFICATION: Bargle Electrician
PROVIDER NAME: ABC Occupational Medicine Clinic

The test results indicated here are determined by the CRT Formula, which combines shoulder, knee, and trunk strength and functional numbers. The results are, however, limited to specific patterns tested. Other physical and functional factors that may affect job performance are not within the scope of this report.

This client's Body Index Score (BIS) is **148.2**
 This BIS corresponds to the following DOL Dictionary of Occupational Titles designation of physical functional strength: **Medium**