



FUNCTIONAL CAPACITY EXPERTS, LLC
1611 Jimmie Davis Hwy.
Suite C
Bossier City, Louisiana 71112
318-658-9950 Phone
318-658-9951 Fax
www.functionalcapacityexperts.com



THE FACTS for EMPLOYERS in LOUISIANA

The Revealing Numbers

- **1%** of new hires are found with **medical conditions** during **traditional** pre-employment medical exams resulting in withdrawal of those job offers.
- **10%** of new hires are found to be **“physically unfit”*** for work during **functional** employment medical exams resulting in withdrawal of those job offers.

* **“Physically unfit”** means the job applicants were physically not capable of safely performing essential job functions.

- This means that if you are using **traditional** pre-employment medical exams you are still hiring the other **9%** of new hires who are **“physically unfit”** for the jobs they are being hired to perform. This group typically represents the vast majority of your workers’ compensation claims.
- Employers experience an **average reduction in workers’ comp claim costs by 50%** after one year of implementation of functional employment medical exams. (*WorkSTEPS*)
 - ✓ <http://www.worksteps.com/?s=50+percent>
- The **average incidence rate** of **recordable cases** for nonfatal work-related injuries and illness in Louisiana. (*Bureau of Labor Statistics*)
 - ✓ Private Industry = 2% of full-time employees.
 - ✓ State & Local Govt = 3.6% of full-time employees.
 - ✓ Industry Range = 0.6-16.4% of full-time employees.
 - ✓ www.bls.gov/iif/oshstate.htm
- The **average #** of recordable cases resulting in **lost time away from work, work restrictions, or job transfers**. (*Bureau of Labor Statistics*)
 - ✓ Private Industry = 1.0% of full-time employees.
 - ✓ State & Local Govt = 1.2% of full-time employees
 - ✓ Industry Range = 0.3 to 8.8% of full-time employees.
 - ✓ www.bls.gov/iif/oshstate.htm

- The median # of days away from work due to recordable cases. (*Bureau of Labor Statistics*)
 - ✓ Private Industry = 9 days.
 - ✓ State Govt = 12 days.
 - ✓ Local Govt = 10 days.
 - ✓ Industry Range = 5 to 31 days.
 - ✓ <http://www.bls.gov/news.release/osh2.t02.htm>

- The six occupations with the **highest incidence rate** of recordable cases and the highest number of cases with days away from work. (*Bureau of Labor Statistics*)
 - ✓ Police and sheriff's patrol officers
 - ✓ Correctional officers and jailers
 - ✓ Firefighters
 - ✓ Nursing assistants
 - ✓ Construction laborers
 - ✓ Heavy and tractor-trailer truck drivers
 - ✓ <http://www.bls.gov/news.release/osh2.nr0.htm>

- The average cost of **1 strain/sprain** injury claim is **\$60,618 to 70,408**. (*OSHA*)
 - ✓ <https://www.osha.gov/dcs/smallbusiness/safetypays/estimator.html>

- The average cost of **1 carpal tunnel** claim is \$63,000. (*OSHA*)
 - ✓ <https://www.osha.gov/dcs/smallbusiness/safetypays/estimator.html>

- **EEOC disability discrimination claims** filed by job applicants and existing workers have **increased by 40%** since the ADA Amendments Act became effective in 2009. (*EEOC*)
 - ✓ <http://www.eeoc.gov/eeoc/statistics/enforcement/charges.cfm>

Functional Capacity Experts, LLC provides **Real Solutions** for Employers

Have you ever hired an employee after they had passed a traditional “**rubber stamped**” pre-employment medical exam, and within a few months you find out this employee was “**injured on the job**” and he/she needs back surgery?

If you are like many other employers dealing with workers’ comp claims and disability discrimination claims, you understand how these problems negatively affect your operations not only financially but also culturally.

Has your current occupational medicine provider ever offered to provide you with a **projected return on investment** for your pre-employment physicals based on your own **loss-run history and real cost of injury data from OSHA**?

Large hospitals and healthcare centers often provide these traditional pre-employment medical exams at an “**apparent low cost**” for you. However, they are not genuinely concerned with helping you legally prevent injuries and reduce costs because they are really in the business of **making money by seeing your workers’ comp claims**.

Functional Capacity Experts, LLC is different. We are a small business and we are genuinely concerned with developing long term relationships with employers. Our **core missions** are to provide a:

1. More **cost effective** and **proven method** for **preventing and managing workplace injuries and illnesses**.
2. **Scientifically based, impartial, and comprehensive method** of assessing the severity of functional impairments and disability due to medical illnesses and injuries.

About a dozen employers locally have taken advantage of our functional-based pre-employment and medical fitness-for-duty exams and other injury prevention and disability management services. We would love the opportunity to show you how we are truly different and how we will help Louisiana employers now and into a successful future.