

THE FUNCTIONAL CAPACITY EVALUATION

Software Summary

The Functional Capacity Exam (FCE) evaluates an employee's ability to perform their job tasks. The software analyzes the injured employee's health status, needs and restrictions, degree of impairment, and ability to return to work. It easily detects malingering and symptom magnification. The detail-rich FCE report delivers scientifically determined, accurate assessment of the individual's health and capabilities.

Rigorous, Impactful Testing Without the Hassle.

A confusing or overcomplicated test doesn't mean it's a good one. The foundation of the FCE is user-friendly, comprehensive testing. The software is simple to learn and straightforward to perform, yet never sacrifices on detail or rigorous results. Peer-reviewed research shows the FCE boasts excellent face and construct validity, as well as good content validity and reliability. Deliver a solid report your customers can rely on - without hassle.



833.327.8323

webFCE.com | info@webFCE.com



Reports that Hold Up in a Court of Law.

The FCE report is a legally defensible document you can stand behind confidently. Extensive footnotes and quantitative data make it rock-solid in court.



Easily Identify Malingering.

The FCE measures minute changes in heart rate, muscle fatigue, and more to confirm whether participants work to maximum ability during the test.



Rigorous. Comprehensive. Peer-Reviewed.

The FCE's methods are based on research published in peer-reviewed academic journals. Yet it's always straightforward to use and understand.

How Does the FCE Detect Malingering?



Heart Rate Response Method

The FCE monitors the participant's heart rate to ensure they are trying their hardest during testing. A 35-50% increase indicates the participant demonstrated maximal effort.



Isometric Validity Tests

The FCE measures the participant's consistency of strength. Tests will show muscle fatigue with repeated strain, indicating maximal effort. Inconsistent readings indicate sub-maximal effort.



Psychometric Questionnaires

The FCE screens participants with questions and drawings to determine their level of perceived pain and functional limitations. Inconsistencies in the participant's responses indicates malingering.



Organic vs. Non-Organic Pain Behaviors

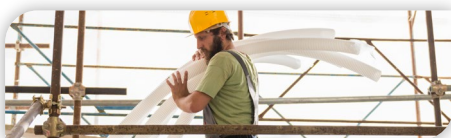
The FCE utilizes standardized scientific tests to determine whether the participant's exhibited pain behaviors follow normal or abnormal musculoskeletal and neurological patterns.



Observation Methods

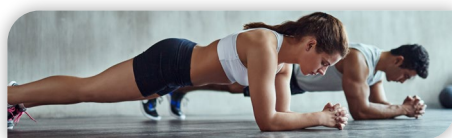
The FCE accounts for observations of signs of strain, allowing the evaluator to differentiate between maximal and sub-maximal effort with a high degree of reliability and validity.

Ask Us About Our Other Health Testing Services!



The Pre/Post Employment Test

Determines a worker's ability to perform their physical job tasks.



The Functional Fitness Test

Analyzes an individual's level of physical fitness.



The Health Risk Assessment

A holistic assessment of an individual's overall health.

**FREE
SOFTWARE
DEMO**
Call today!

FCE • **HRA** • FFT • POET

THE HEALTH RISK ASSESSMENT

What is the HRA?

The Health Risk Assessment (HRA) is a holistic appraisal of an individual's overall health. The 10-to-15 minute evaluation consists of a vital sign assessment, peer-reviewed health and lifestyle questionnaire, and physical measurements. The HRA generates a rich report analyzing the individual's health and lifestyle, metabolism, body composition, vital signs, possible health risks, and overall health score. It even detects early signs of several diseases and health risks.

Rigorous, Impactful Testing Without the Hassle.

A confusing or overcomplicated test doesn't mean it's a good one. The foundation of the HRA is user-friendly, comprehensive testing. The software is simple to learn and straightforward to perform, yet never sacrifices on detail or rigorous results. Peer-reviewed research shows the HRA boasts excellent face and construct validity, as well as good content validity and reliability. Deliver a solid report your customers can rely on - without any unnecessary hassle.



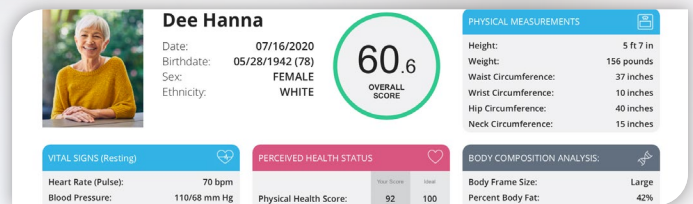
833.327.8323

webFCE.com | info@webFCE.com



Essential to Corporate Wellness Initiatives.

Market the HRA to your clients as part of a wellness program. Healthier employees means the HRA will pay for itself in reduced healthcare spending.



Clear Scores. Concrete Health Data.

The HRA's easy-to-understand report takes the mystery out of good health. Organizations can set program goals based on concrete data. Individuals can comprehend their risks and how to improve.



Flag Early Warning Signs.

The HRA can flag early warning signs of obesity, heart disease, diabetes, cancer, stroke, and more. For definitive diagnoses, clients should see a doctor.

Essential to Corporate Wellness Initiatives.

Market the HRA to your clients as part of a corporate wellness program with great ROI.



Northeast Utilities²

Their wellness program yielded a \$1.4m reduction in behavioral claims, 31% decrease in smoking, 29% decrease in inactivity, 16% decrease in mental health risk, and a 11% decrease in cholesterol risk. The ROI was 600%.



Johnson & Johnson³

Their program involving 18,331 employees brought about an \$8.5m/year reduction in healthcare costs. That's \$464 per employee per year.



PepsiCo⁴

Their program lowered healthcare costs \$360 per employee per year.



Return on Investment Findings

Healthcare cost reduction: \$3.27 to \$6.00 savings for each dollar invested^{4,5} and 18% to 26% reduction in healthcare costs^{6,7}

Absenteeism reduction: \$2.50 to \$10.00 savings for each dollar invested^{6,5} and 25% to 30% reduction in absenteeism costs⁸

Presenteeism reduction: 1% reduction when one healthcare risk factor is reduced³ and \$1000 saving per risk factor reduced⁹

1. The Center for Work and Health, 2003. Journal of Occupational and Environmental Medicine.

2. U.S. Dept. of Health and Human Services, Prevention Makes Common Cents.

3. Journal of Occupational and Environmental Medicine.

4. John P. Caloyeras et al., "Managing Manifest Diseases, but Not Health Risks, Saved PepsiCo Money Over Seven Years," Health Affairs.

5. Milani RV, Lavie CJ. Impact of worksite wellness intervention on cardiac risk factors and one-year health care costs.

6. Baicker K, Cutler D, Song Z. Workplace wellness programs can generate savings. Health Aff (Millwood).

7. Aldana SG. Financial impact of health promotion programs: a comprehensive review of the literature. Am J Health Promot.

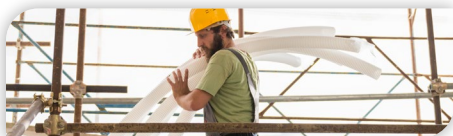
8. Bolnick H, Millard F, Dugas JP. Medical care savings from workplace wellness programs: what is a realistic savings potential? J Occup Environ Med.

9. Chapman LS. Meta-evaluation of worksite health promotion economic return studies: 2012 update. Am J Health Promot.

10. Pelletier B, Boles M, Lynch W. Change in health risks and work productivity over time. J Occup Environ Med.

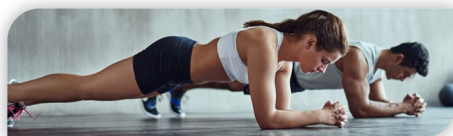
11. Burton WN, Chen CY, Conti DJ, Schultz AB, Edington DW. The association between health risk change and presenteeism change. J Occup Environ Med.

Ask Us About Our Other Health Testing Services!



The Pre/Post Employment Test

Determines a worker's ability to perform their physical job tasks.



The Functional Fitness Test

Analyzes an individual's level of physical fitness.



The Functional Capacity Exam

Evaluates an employee's ability to safely complete work tasks.

**FREE
SOFTWARE
DEMO**
Call today!



THE FUNCTIONAL FITNESS TEST

Software Summary

The Functional Fitness Test (FFT) combines physical measurements with exercise tests in order to assess an individual's overall level of fitness. The software automatically generates a rich yet easy-to-understand report analyzing body composition, flexibility and posture, muscle strength, balance and motor coordination, and speed and agility. The FFT assigns a straightforward fitness grade to each area, which combine together into an overall fitness grade.

Rigorous, Impactful Testing Without the Hassle.

A confusing or overcomplicated test doesn't mean it's a good one. The foundation of the FFT is user-friendly, comprehensive testing. The software is simple to learn and straightforward to perform, yet never sacrifices on detail or rigorous results. Peer-reviewed research shows the FFT boasts excellent face and construct validity, as well as good content validity and reliability. Deliver a solid report your customers can rely on - without any unnecessary hassle.



833.327.8323

webFCE.com | info@webFCE.com



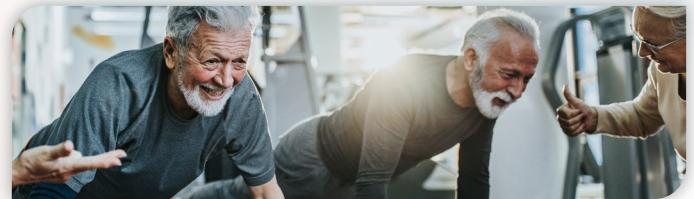
A Motivator That Delivers Results.

The FFT's trackable improvements and comparison feature ("Your cardiovascular fitness is above average for your age!") are powerful motivators.

	Your Score	Normal Range	Health Grade	Below Average	Average	Above Average
BODY COMPOSITION						
Total Body Fat Percent (%)	27.4%	≤ 30	C+	[Progress bar showing 27.4% is below average]		
Visceral Adipose Tissue (in ³)	15.1	≤ 61	A+	[Progress bar showing 15.1 is below average]		
CARDIO-RESPIRATORY						
Six Minute Walk Test: VO ₂ MAX (ml/kg/min)	34.65	≥ 18.4	A+	[Progress bar showing 34.65 is above average]		
Six Minute Walk Test: Endurance (ft)	1920	≥ 1440	A	[Progress bar showing 1920 is above average]		
FLEXIBILITY						
Upper: Back Scratch (in)	2.5	≥ 3.24	A	[Progress bar showing 2.5 is below average]		

Take the Mystery Out of Fitness.

The FFT's easy-to-understand health report makes planning a fitness regimen easy. Organizations can set program goals based on concrete data. Individuals can comprehend their risks and how to improve.



A Fitness Test for Everyone.

The FFT software accounts for performance norms for men and women 18-90+, automatically suggesting the physical tests best suited to everyone.

Essential to Corporate Wellness Initiatives.

Market the FFT to your clients as part of a corporate wellness program with great ROI.



Northeast Utilities²

Their wellness program yielded a \$1.4m reduction in behavioral claims, 31% decrease in smoking, 29% decrease in inactivity, 16% decrease in mental health risk, and a 11% decrease in cholesterol risk. The ROI was 600%.



Johnson & Johnson³

Their program involving 18,331 employees brought about an \$8.5m/year reduction in healthcare costs. That's \$464 per employee per year.



PepsiCo⁴

Their program lowered healthcare costs \$360 per employee per year.



Return on Investment Findings

Healthcare cost reduction: \$3.27 to \$6.00 savings for each dollar invested^{4,5} and 18% to 26% reduction in healthcare costs^{6,7}

Absenteeism reduction: \$2.50 to \$10.00 savings for each dollar invested^{6,5} and 25% to 30% reduction in absenteeism costs⁸

Presenteeism reduction: 1% reduction when one healthcare risk factor is reduced³ and \$1000 saving per risk factor reduced⁹

1. The Center for Work and Health, 2003. Journal of Occupational and Environmental Medicine.

2. U.S. Dept. of Health and Human Services, Prevention Makes Common Cents.

3. Journal of Occupational and Environmental Medicine.

4. John P. Caloyeras et al., "Managing Manifest Diseases, but Not Health Risks, Saved PepsiCo Money Over Seven Years," Health Affairs.

5. Milani RV, Lavie CJ. Impact of worksite wellness intervention on cardiac risk factors and one-year health care costs.

6. Baicker K, Cutler D, Song Z. Workplace wellness programs can generate savings. Health Aff (Millwood).

7. Aldana SG. Financial impact of health promotion programs: a comprehensive review of the literature. Am J Health Promot.

8. Bolnick H, Millard F, Dugas JP. Medical care savings from workplace wellness programs: what is a realistic savings potential? J Occup Environ Med.

9. Chapman LS. Meta-evaluation of worksite health promotion economic return studies: 2012 update. Am J Health Promot.

10. Pelletier B, Boles M, Lynch W. Change in health risks and work productivity over time. J Occup Environ Med.

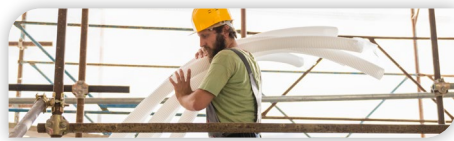
11. Burton WN, Chen CY, Conti DJ, Schultz AB, Edington DW. The association between health risk change and presenteeism change. J Occup Environ Med.

Ask Us About Our Other Health Testing Services!



The Functional Capacity Exam

Evaluates an employee's ability to safely complete work tasks.



The Pre/Post Employment Test

Determines a worker's ability to perform their physical job tasks.



The Health Risk Assessment

A holistic assessment of an individual's overall health.



THE PRE/POST EMPLOYMENT TEST

Software Summary

The Pre/Post Employment Test (POET) assess a worker's ability to perform the physical demands of their job. As part of the POET, examiners conduct an on-site analysis of the physical demands of specific job activities and create a testing protocol specific to the work environment. The test itself consists of a safety pre-screen, standardized objective tests and measurements, and job-specific tests, culminating in a detailed, automatically generated report with pass/fail recommendations.

Rigorous, Impactful Testing Without the Hassle.

A confusing or overcomplicated test doesn't mean it's a good one. The POET is predicated upon user-friendly, comprehensive testing. The software is simple to learn and straightforward to perform, yet never sacrifices on detail or rigorous results. Peer-reviewed research shows the POET boasts excellent face and construct validity, as well as good content validity and reliability. Deliver a solid report your customers can rely on – without any unnecessary hassle.



Perform the POET to Your Specifications.

The POET is highly customizable. Design your own test, or select from the POET database of over 10,000 predesigned jobs, plus DOT and O*NET data.



Follow Up a JDA with the POET.

Administer a Job Demand Analysis (JDA) followed by the POET. Easily assess the physical demands of a given job, and workers' ability to perform that job.

JOB ACTIVITIES	JOB REQUIREMENTS	INDIVIDUAL'S TEST RESULTS	JOB MATCH
STRENGTH LEVEL	Heavy (75 lbs)	Heavy (70 lbs)	NO
CLIMBING STAIRS	Occasionally	Constant	YES
CLIMBING LADDERS	Occasionally	Non applicable	Non applicable
BALANCING – Static (Stationary)	Occasionally	Constant	YES
BALANCING – Dynamic (Moving)	Occasionally	Constant	YES
STOOPING/SQUATTING	Occasionally	Occasionally	YES
KNEEL ON 1 KNEE	Frequently	Constant	YES
KNEEL ON BOTH KNEES	Frequently	Constant	YES
CROUCHING	Occasionally	Occasionally	YES
CRAWLING ON HANDS/FEET	Occasionally	Constant	YES

Simple. Comprehensive. Peer-Reviewed.

The POET's peer-reviewed testing delivers impactful results with minimal effort on your part. For instance, the report automatically generates a line-by-line job match: just look for the all-green down the side.





833.327.8323


webFCE.com | info@webFCE.com


The POET, Backed by Data

Market the POET as a statistically proven way they can reduce injury rates and workers' compensation spending.

- 

A study of 18 industries reported a 68% reduction in work injuries when POET testing was implemented¹.
- 

A meta-analysis of 3 studies indicated the POET was associated with a 21% higher employee retention rate and a 47% lower workers' comp rate².
- 

A further study determined the POET decreases the average cost per injury from \$1433 to \$322³.
- 

Companies save \$6-\$18 for every \$1 spent on POET screening⁴.

1. Bunch R. (n.d.). Pre-Employment (Post-Offer, Pre-Placement) Functional Assessment and Benefits. Louisiana Association of Occupational Nurses.

2. Journal of Occupational and Environmental Medicine.

3. Nassau D. The effects of pre-work functional screening on lowering an employer's injury rate, medical costs, and lost days. Spine.

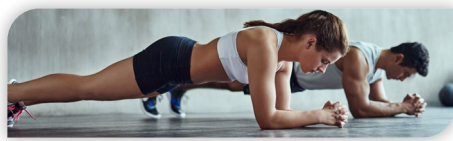
4. Harbin G, et al., Shoulder injury reduction with post-offer testing, Work.

Ask Us About Our Other Health Testing Services!



The Functional Capacity Exam

Evaluates an injured employee's ability to safely complete work tasks.



The Functional Fitness Test

Analyzes an individual's level of physical fitness.



The Health Risk Assessment

A holistic assessment of an individual's overall health.