Industrial Physical Capability Services, Inc.

for

Any Company

Any Town

Standard or Enhanced Form

Name :	**John Doe**	Test Type :	**New Hire**
SS # :	**6789**	Test Kind :	**Isokinetic**
Date of Test :	**1/10/2017**	Applying for :	**Driver**
Date of Report :	**1/13/2017**	Score Req. :	**Heavy**

Provider : **IPCS Hudson**

Results : **Does not meet minimum physical demands of the essential functions of Driver.**

I.P.C.S. : **1.15**

Rating : **Medium**

Reasons for Results :		Reference Range :
Shoulder Score:	0.39	> 0.78
Knee Score:	0.76	> 0.78
IPCS Score:	1.15	> 1.56

John Doe did not meet the minimum requirements for the job because the overall shoulder and knee scores are below the required scores.

* There is an imbalance in the Shoulder Extensors where the Left Shoulder is weaker than the Right Shoulder.

Thank you,

Thomas B. Gilliam, Ph.D.

Page 1.

***Standard Form is page 1, enhanced is pages 1-3.**

Physical Capability New Hire Report

Any Company - Any Town

John Doe - 6789

Enhanced Form

Date of Evaluation : Friday, January 10, 2017

Date of Report : Monday, January 13, 2017

Provider : IPCS Hudson

	John Doe's Scores		Minimum Requirements for Driver
Test Validity	Valid		Valid
I.P.C.S. Score	A 1.15		> 1.56
D.O.T. Rating	Medium		Heavy
Shoulder Score	A 0.39		> 0.78
Knee Score	A 0.76		> 0.78
Shoulder Right / Left		Weakness	
Flexion	0.04		<= 0.20
Extension	A 0.29	Left	<= 0.20
Knee Right / Left			
Flexion	0.03		<= 0.20
Extension	0.05		<= 0.20

KEY

A = Not Acceptable

Page 2.

New Hire - Page 2

John Doe - 6789

Enhanced Form

Force Curve Analysis Data

			John Doe's Scores	Minimum Requirement for Normality [1]
Shoulder	Right	Flexion	0.81	>= 0.80
		Extension	0.82	>= 0.80
	Left	Flexion	0.85	>= 0.80
		Extension	0.84	>= 0.80
Knee	Right	Flexion	0.86	>= 0.80
		Extension	0.86	>= 0.80
	Left	Flexion	0.86	>= 0.80
		Extension	0.86	>= 0.80

KEY

A = Not Acceptable

B = Borderline

[1] Maximum score is 1.0

Page 3.