



Hutchinson Clinic, PA  
2101 N. Waldron  
Hutchinson, Ks. 67502  
Tel: 620-669-2627

## HUTCHINSON CLINIC POST OFFER EMPLOYMENT TESTING REQUIREMENTS

As part of Hutchinson Clinic employment procedures, all applicants will be required to undergo a **post-offer** Physical Capacity Profile® examination and drug screening. Any offer of employment that is received from Hutchinson Clinic is contingent upon satisfactory completion of this examination.

A determination will be made by Hutchinson Clinic using the results from the examination that the applicant is capable of performing the responsibilities of the position that has been offered, with or without reasonable accommodations. This will help Hutchinson Clinic avoid putting employees in a position where there is the likelihood of injury to themselves/others.

Applicants will be required to perform a series of strength and ability tests. Specific instructions will be given prior to each test. Applicants should exert maximum efforts on each of the tests. If an applicant has any medical condition that would prohibit or limit ability to perform a test, the applicant should inform the testing administrator. You are encouraged to wear comfortable clothing/shoes for this test. You must also bring a photo-ID with you upon check-in.

Below you will find the descriptions of the five terms in which an applicant's strength factor will be expressed as published by the Department of Labor.

### Hutchinson Clinic, PA Dictionary of Titles

#### Integrative Employee Placement

Level 1	Sedentary Work	Exerting up to 10 pounds of force occasionally, and/or a negligible amount of force frequently. Involves sitting most of the time, but may involve walking or standing.
Level 2	Light Work	Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently. Required walking or standing to a significant degree; or requires sitting most of the time but entails pushing and/or pulling of arm or leg controls.
Level 3	Medium Work	Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly.
Level 4	Heavy Work	Exerting 50 to 100 pounds of force occasionally, and/or 25 to 50 pounds of force frequently, and/or 10 to 20 pounds of force constantly.
Level 5	Very Heavy Work	Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly.