

# Our Clients Sharing Their Success...

## Preventing Injuries

*“As they say, “the proof is in the pudding.” We have achieved excellent results in our safety performance and Workers’ Compensation costs; half of automotive industry. In my opinion, the single most important element is our safety success has been our post offer physical process.”*

**Dennis Mickelsen**

Senior Manager  
General Affairs and Safety  
Hyundai Motor  
Manufacturing  
Alabama

Hyundai Motor Manufacturing Alabama (HMMA) was a new plant start-up and the BTE/Hanoun testing was selected as part of the post offer physical. I came from the Toyota Kentucky (TMMK) plant which used the Ergonomist and job simulation as part of the new hire process, and I was looking for a better evaluation test.

TMMK used the Hanoun equipment as part of the injured worker return to work assessment and the Physical Therapist used Hanoun equipment vs. the Ergonomist equipment for RTW. Hence, the Hanoun testing equipment was on my radar screen.

HMMA, HealthSouth and Industrial Care Management (Medical Clinic) investigated new hire assessment processes and we selected the Hanoun POET as part of our assessment process. The process essential job functions requirements were measured and determined, and the BTE/Hanoun equipment is able to measure if the candidate can perform the essential job functions.

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## Decision Support on Medical and Disability

*“[BTE Technologies’] employer services assures the quality and continuity of function testing procedure that help me make objective return to work determination for safety sensitive work activities where employees are often litigious.”*

**Randy Soo Hoo, MD, MPH**

Functional Medicine Expert

I’ve worked with BTE for approximately 10 years; first as Hanoun and later as BTE Technologies. I use BTE services in both my clinical and administrative practice. As the former Chief Medical Consultant for the Arizona Disability Determination Service Administration, I frequently relied on the data they provided for disability adjudication. Clinically, they provided functional capacity evaluations on patients/claimants I examine. Their product provides evidence based information to support my clinical position on disability or medical stability and to monitor therapeutic intervention on acute and chronic medical condition. With the change of the AMA Guides to the Evaluation of Permanent Impairment, 6th Edition (to be released this December) to include function as a impairment rating criteria, I envision increasing utilization of BTE services to assist with impairment ratings.

In my administrative practice, I worked with BTE to develop a content valid post offer employment test for a Class 1 railroad. While I cannot provide specific details, anecdotally I observed a decrease in the incidence of medical issues among employees who participated in this process. Additionally, in my administrative role, I use their employer services to coordinate return to work functional assessment. Their employer services assures the quality and continuity of function testing procedure that help me make objective return to work determination for safety sensitive work activities where employees are often litigious.

I am supportive of any consideration you extend to BTE. If you want to discuss specific issues, I can be reached at (520) 797-7246.

## Executing Return to Work

Houston Independent School District "HISD" has 31,000 employees with teachers, administrative support, food services, police, transportation, service support and trades. In spite of having the latest of software support (PeopleSoft and SAP) we relied upon antiquated job descriptions that offered minimal understanding of the physical demands of the positions. Through an RFP process (State bid law), in 2003, BTE was contracted to provide the Physical Demands Analysis "PDA" for those positions that were identified as "high incidence" of Workers' Compensation claims.

*"The success of our operation reducing claims cost by 61% and duration of recovery by 78% could not have been possible without the work of BTE."*

**Tom Dolan**

Manager, Workers'  
Compensation and Claims  
Houston Independent  
School District  
Houston, Texas

With BTE's assistance, we identified three facilities in Houston with the latest BTE testing equipment that shared the passion for quality and understood the effective link of the PDA and testing of the employee's functionality, based on the PDA. To differentiate the common Functional Capacity Evaluations (that lack specificity and are often used to justify work-hardening) from the services of our "certified" facilities, we have labeled these FCEs as Demonstrated Abilities Evaluation "DAE". The DAEs have offered a uniform, evidence-based platform to assess the ability of an employee to return to work knowing that they can safely perform the essential functions of their position.

In an over-used and rarely sincere comment, we offer that BTE has served as an excellent business partner. This association is based upon individuals that offer professional integrity, commitment to service and old fashioned "do what they say they will do". The success of our operation reducing claims cost by 61% and duration of recovery by 78% could not have been possible without the work of BTE.

With BTE we are now exploring additional opportunities of the claims management of Long Term Disability and Absence Management of group health claims. Building upon the success of our program, an elite network of medical providers utilizing the objective evaluative tools of BTE, will offer limitless opportunities to reduce absence and improve productivity.



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