

Case Study



Supporting Your Investment in People

Atlas Injury Prevention Solutions (IPS) helps D.M. Bowman, Inc. avoid injuries and hire more effectively through job-specific post-offer pre-employment physical function screens for their bulk, flatbed, and van drivers.



The Client:

With over 380 power units and over one million square feet of warehouse space, D.M. Bowman is a transportation, warehousing, and logistics organization headquartered in Williamsport, MD. They offer short haul, van/line-haul, dedicated as well as flatbed and bulk specialty services along the East Coast.

Locations Served:

8 Locations in North America

Services Provided:

Post-Offer Pre-Employment Physical
Ability Screens

”The actual cost savings does not include the underlying costs that really impact the company like lost productivity, time spent following up on claims and legal fees.”

*Barry Wertz
Safety and Risk Manager, D.M. Bowman*



Cost Avoidance:

Nearly \$850,000 Dollars

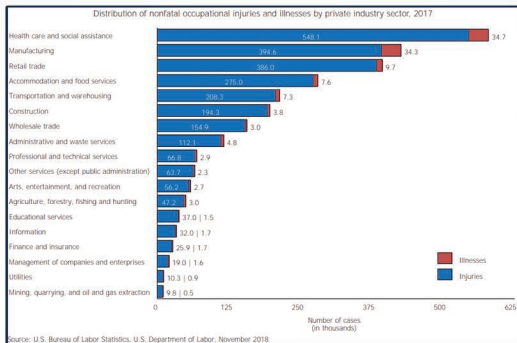
Payback:



10:1 

Our Challenges:

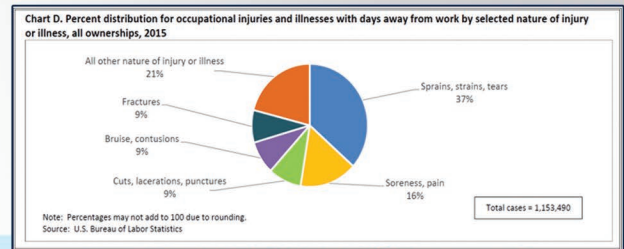
The transportation industry experiences a high number of Musculoskeletal Disorders (MSDs) on an annual basis. These injuries drive costs, as well as lost and restricted days, and there continues to be an opportunity to proactively control them.



D.M. Bowman partnered with Atlas IPS in 2016 to develop an ADA & EEOC legally compliant, consistent screening process at 3 hiring locations. Together, they developed solutions to meet the hiring needs while ensuring candidates could perform the physical demands of the job. “The foundation to a strong post-offer pre-employment physical ability screen is the Job Demands Analysis. It needs to be detailed and comprehensive as it becomes the legal basis for the screen,” says Nick Menke, Manager at Atlas IPS.

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Nick Menke, Physical Function Screens Manager, Atlas IPS



Our Solutions:



**Decreased
Injury Costs**



MSDs reported early in employment (within the first 18-24 months) are common for transportation companies, especially those that involve hand-touching of freight and/or equipment. A single neck/back injury can cost an organization \$84,000-\$168,000, and a job-specific post-offer pre-employment physical ability screen is a proactive solution to reducing work injuries and their associated costs. To ensure candidates are able to physically perform the essential functions of the work and help avoid large muscle strains (neck, shoulders, back), D.M. Bowman deployed screens for all new hires.

“There are a lot of considerations that need to be made when implementing job-specific, legally compliant, post-offer pre-employment physical ability screens. The process starts with a comprehensive job analysis, defining program goals and key metrics, updating policies and procedures and concludes with a validated protocol,” added Menke.

Each job comes with its own set of physical requirements. Atlas came onsite at D.M. Bowman to complete a job demands analysis, measuring and validating each job’s essential and non-essential tasks. This ensured the job descriptions are accurate and will assist with limited duty and return-to-work processes.

Our Results:



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The joint efforts between Atlas IPS and our client have avoided nearly 2 million dollars in potential injuries to new hires. The job-specific screening protocols have allowed our client to hire more effectively and avoid injuries. This provides a healthier workforce and helps support the safety standards of the company. This also equates to hundreds of additional days the truck can be on the road, and the efforts of Atlas IPS have directly impacted the bottom line.

Since deploying the post-offer pre-employment physical ability screens, Atlas has conducted over 1,000 screens. "Stability drives growth" says Menke, "our client spends a lot of time and resources getting drivers to join their team. If we're not diligent in getting those people to the right job, we're failing the company's goals and their new hires."

Atlas developed post-offer pre-employment physical ability screen protocols based on the job applicant's ability to complete the essential job tasks. There are no generic strength or capability tests. Each applicant completes a strength and cardiovascular challenge of job-specific tasks, as well as confirms if the task can be performed in a safe manner.

"The savings from reduced injury claims is significantly greater than that of the cost of implementation of the program."

*Barry Wertz
Safety and Risk Manager
D.M. Bowman*



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Atlas offers the most comprehensive suite of injury prevention services and technology in the industry. You don't have to take our word for it - ask our satisfied customers. They are the ones who can tell you firsthand how our customized solutions have helped them reduce workers' compensation costs, lower injury reports, and improve employee job performance.

Simple, cost-effective solutions that make a measurable difference - it's what we do best, and it's our way of supporting your investment in people.