

January 29, 2004

Assemblyman Ray Haynes  
66<sup>th</sup> District, California

Dear Honorable Mr. Haynes:

It has been the vision of this company since 1986 to prevent work related injuries and control work injury lost time and costs per claim. We have had full time legal support since our inception and now have a national relationship with one of the largest employment law firms in the United States. We also have, as a resource, a law firm that deals with Workers' Compensation on a national basis.

Because WorkSTEPS, the Company, is an employment testing entity, the Americans' With Disabilities Act (ADA,) plays a great part in the continued development and importance of our products. State workers' compensation laws that are more stringent than applicable federal laws also influence our policies and procedures respectively. The Occupational Safety and Health Administration's (OSHA) Ergonomic Standard was to have significant impact on *Work Related Musculoskeletal Disorders* (WRMSD's) and the requirements for treatment for the healthcare professionals. As a result, WorkSTEPS committed enormous resources to ergonomic research, produced outcomes with data collected from employers utilizing functional testing in our network spanning all Standard Industry Codes (SIC), and provided live testimony for over two hours at the *Ergonomic Standard Public Hearings* in Washington, D.C.

It is the continuous commitment of this company and the awesome benefits derived from many national and small companies in over 40 states, that drives WorkSTEPS and causes our staff to constantly interact and derive experience from the very resources you may need to successfully impact workers' compensation in California.

WorkSTEPS is affiliated with a subsidiary company called ONECOMP, which focuses on working injury management, requiring that everyone involved in treating, managing, and paying are all on the same page for cost effective, fair, and timely return to work. These corporations have created treatment and management algorithms for almost every type of injury and every treating specialty. Their experience and success with companies all over the United States, including California, lend to a proven method with an existing procedure, an alternative solution, or additional experienced resources for almost any circumstance you could conceivably encounter. Thank you in advance for the opportunity to present this material to such distinguished leaders.

Best regards,

WorkSTEPS, Inc.  
Larry Feeler, PT  
Founder, CEO  
LF/cng

Enclosures: Executive Summary For Workers' Compensation Reform

