

Midland Engineering Co., Inc. RETURN TO WORK LIGHT DUTY POLICY

POLICY STATEMENT

In the event of an occupational injury that does not prevent an employee's return to work with physical restrictions, Midland Engineering Co., Inc. will make a reasonable effort to provide the injured with a position with physical requirements that are consistent with the doctor's recommendations.

PROCEDURE

With the injured employees' knowledge, the following three options may be considered by appropriate Midland Engineering Co., Inc. personnel in order to accommodate the employee:

- A. Determination of work availability by the appropriate company personnel.
- B. Transfer the employee to a job position with physical requirements that are consistent with the doctor's recommendations.
- C. If the above two cannot be executed, the appropriate company personnel may develop a job with physical requirements that are consistent with the doctor's recommendations. Each case is reviewed on a case-by-case basis and depends on current work availability.

If the injured employee does not accept or does not complete the job that is offered, disciplinary action up to termination is possible.

If the superintendent or foreman does not comply with the doctor's recommendations disciplinary action is possible.