

# **Active Employee Medical Checklist**

- Medical Authorization and Release Form
- □ Physical Exam Record Form
- Medical Questionnaire Form
- □ Cardiac Risk Factors Form
- □ Audiometric/Hearing Exam Results
- EKG (electrocardiogram) For Persons Age 40 and over *or* History of Cardiac Issues
- Blood Work Results
- □ Urinalysis (not drug test) Results
- □Drug Test (see Drug Testing Information)
- Copy of Official Vaccinations Record *or* Blood Work Showing Active Immunity
- Chest X-ray Written Interpretation *only required if not already on file*
- □Blood Type & Rh Factor



# **Drug Testing Information**

- All employees working on expatriate assignments are required to submit a specimen (either: urine, blood, saliva, hair) for laboratory based drug testing.
- Testing must be laboratory based for both screen and, if necessary, confirmation. Testing with handwritten results will not be accepted. Laboratory print out only.
- Results will not be accepted if they are more than 30 days old at the time of submission.
- When testing in the U.S. the testing must include at <u>minimum</u> a five panel non-DOT test.
  - Amphetamine (including Methamphetamine)
  - Cocaine Metabolites
  - Marijuana Metabolites
  - Opiates (including Codeine, Morphine, and Heroin)
  - Phencyclidine
- Outside of the U.S. testing will, at <u>minimum</u>, consist of testing for Marijuana and Cocaine. It is preferred that at least a five (5) panel test be administered wherever possible.
- All non-negative drug screens must be forwarded to a certified laboratory for confirmatory analysis (SAMHSA in the U.S.).



# **Mobilization Medical Evaluation Information**

Per KBR International HR policy, you are required to undergo a fitness for duty medical evaluation while on an expatriate assignment every two years. You may visit your personal physician or the health care facility of your choice to have this medical evaluation done. KBR does not have preferred health care facilities nor does KBR maintain a list of facilities located globally. If you are having difficulty finding a health care facility on your own, you may contact International SOS (ISOS) for assistance. Please reference KBR's membership #: 11BCPA000105.

If calling from:	Call Assistance Center in:	At this number:
U.S. or Canada	Philadelphia, PA	1-800-523-6586 (*) Call collect: 1-215-942-8226 (*)
Mexico or South and Central America	Philadelphia, PA	Call collect: 00-1-215- 942-8226
Europe, CIS, Africa or the Middle East	London	Call collect: 44-208-762- 8008
Asia, Australia or the Pacific Rim	Singapore	Call collect: 65-6338- 7800

To avoid delays ensure results and documents are legible and in <u>English</u>. Results may be submitted via email (preferred) to rafael.lopez@kbr.com, fax (713)753-3135 or via postal service to the attention of KBR Medical Office, Rafael Lopez, 601 Jefferson St., Houston, TX 77002.

All medical results and documents are received and stored confidentially in accordance with privacy laws. No part of these results or documents are discussed with anyone other than need to know personnel. Furthermore, details or specifics of results are *not* shared or discussed with HR/Management.

Once all the results, documents, and required proof of vaccinations have been received, the complete chart will be submitted to KBR's Medical Director for final review. After medical clearance has been granted a notification will be sent to HR stating medical clearance and you will be copied.

If you have any question please contact Rafael Lopez, Senior HSSE Medical Specialist at rafael.lopez@kbr.com or (713)753-3817.

## KEEP WITH YOUR IMPORTANT TRAVEL DOCUMENTS

International SOS **Medical and Security Services** 

## Membership I.D. 11BCPA000105

Organization KBR, Inc.

### Call our medical and security experts 24/7.

\*-----

Call for preventative or emergency enquiries. Call before, during and after travel or assignment.



Bali +62 21 766 4633 Bangkok +66 2 205 7777 Beijing +86 (0) 10 6462 9100 +603 2787 3126

Dubai +971 4 601 8777

Frankfurt +49 6102 3588 100 Geneva +41 22 785 6464

Ho Chi Minh City +84 28 3829 8520

Hong Kong +852 2528 9900

Jakarta + 62 21 750 6001 Johannesburg +27 (0) 11 541 1300 Kuala Lumpur

London +44 (0) 20 8762 8008 +82 (2) 3140 1700

Madrid +34 91 572 4363

Manila +63 (2) 8687 0909

Moscow +7495 937 64 77

Mumbai +91 22 42838383 Paris +33 (0) 155 633 155 Philadelphia +1 215 942 8226 Phoenix

INTERNATIONAL

+1 480 333 3595 Seoul

Singapore +65 6338 7800 Sydney

+61 2 9372 2468

Taipei +886 2 2523 2220

Tokvo +81 3 3560 7183

WHEN DO I USE INTERNATIONAL SOS?

### PREPARE

before you leave home:

- Keep your membership card safe and with you at all times
- Call an Assistance Centre for free pretravel information (i.e. vaccination, required medication and travel security concerns)
- Download the Assistance App, log in using your membership number to help you make more informed travel decisions based on our online medical and security reports and country travel risk guides
- Sign up for health and security email alerts
- Inform friends and family that you are with International SOS, so they can get in touch with us should they have any concerns for your welfare while you are away

#### WHILE ABROAD all medical and security enquiries, be they of a routine or medical nature:

- Free and unlimited health, safety, and security advice
- Find a local nurse, internationally trained doctor or security specialist near vou
- Find medication or medical equipment
- Travel advice on loss of travel documents or legal assistance
- Assistance paying your medical fees

#### IN AN EMERGENCY we provide all necessary emergency services, including:

- Arranging medical transportation and care
- Monitoring your condition and provide advice along the way
- Evacuating you when necessary
- Contacting your family, so they know you are in good hands.

## WHERE DO I ACCESS MORE INFORMATION?

DOWNLOAD YOUR FREE ASSISTANCE APP



Login to internationalsos. com/members to sign up for health and security email alerts using your membership number or:



**Download** the free Assistance App from **app**. internationalsos.com to contact us and help you make more informed travel decisions based on our online medical and security reports and country travel risk guides.



Or scan this code to download from your device's App Store

## Access Your Member Portal at internationalsos.com/members



# **Medical Authorization and Release**

I acknowledge that the use of and/or possession of prohibited drugs, including inhalants, and unauthorized alcoholic beverages is a violation of Company policies.

As a condition of employment and further as a condition of performing services for my employer in support of existing contracts; I consent to submit to a physical examination, medical screening, or medical questionnaire(s) as required by my employer. I also give my consent for specimens to be collected from me to be submitted for drug and/or alcohol testing and additional medical testing as required.

I agree that my employment shall be conditional pending the subsequent results of any medical evaluation and substance testing.

Further, I hereby consent to the release of any and all test results to my employer for its use or use by an authorized agent.

I release and agree to hold my employer, and all their officers, directors, employees and agents harmless from any claim or liability which for any reasons the Company is alleged to be legally liable in conjunction with the physical evaluation, or the drug and/or alcohol testing.

Date: \_\_\_\_\_

Employee Name
(Please Print): \_\_\_\_\_\_

Employee Signature: \_\_\_\_\_

Witness: \_\_\_\_\_\_

## PHYSICAL EXAMINATION RECORD (To be completed by examining physician)

NAME (LAST, FIRST, MIL	E (LAST, FIRST, MIDDLE)		DATE OF BIRTH (01JAN1950)			SAP/EMPLOYEE NUMBER		
JOB TITLE		ASSIGNMENT LOCAT				Age	Sex □M □F	
VITALS		VISION					Female Only:	
HT ►	UNCC	RRECTED	CO	RRECTED	COLOR	VISION	Pregnancy Test	
WT►	Far	Near	Far	Near	□ Norm	al	(only if required)	
B/P reading(s):	В	В	В	В	□ Abnor	mal	□Negative	
	R	R	R	R			□Positive	
	L	L	L	L				
URINALYSIS	(dip resu	lts if performed):	Gluco	ose:				

	DESCRIPTION	NORMAL	ABN	COMMENTS
APPEARANCE	Body Build (Note obesity, etc.)			
AFFEAKANCE	Skin (Note scars, location, size)			
EYES	Pupils (Note ERLA)			
EIES	Fundi			
	Canals			
EARS	T.M.'s			
	Gross Hearing			
NOSE	Nostrils/Sinuses			
	Throat			
MOUTH	Teeth			
	Gums			
ENDOCDINE	Lymph Glands			
ENDOCRINE	Thyroid			
ARDIOVASCULAR	Heart sounds, rhythm, murmur			
PULMONARY	Lung sounds, chest			
	Inspection			
ABDOMEN	Abdominal Masses			
	Hernia/type			
GENITAL (MALES)	Genitalia			
RECTAL	Prostate/Hemorrhoids			
USCULOSKELETAL	Full ROM			
LEG VEINS	Varicose (Note severity)			
BREAST				
	Coordination			
NEUROLOGICAL	Motor Function			

Needs further evaluation: \_\_\_\_\_\_

□Follow up with personal doctor for: \_\_\_\_\_

Additional Comments: \_\_\_\_\_

EXAMINER: \_\_\_\_\_

(Please Stamp Form)

### **PHYSICIAN:** Please complete and sign below for validation\*

Employee/Applicant NAME (LAST, FIRST, MIDDLE)	SAP/EMPLOYEE NUMBER
<b>JOB DUTIES:</b> Comment on any significant positive or pertinent negative medic opinion as to what, if any, work limitations or workplace modifications are needed to a is a pre-placement exam, do NOT comment on whether the examinee should be hired.	
□ Medically capable of performing job duties without limitations	
□ Requires limitations or restrictions in job duties that are:	
□Permanent □Temporary (expected end date)	
Explain:	
<b>DEPLOYMENT READINESS:</b> Comment on any significant medical co	onditions that require ongoing
medical care or that could deteriorate while on assignment and require medical services location.	
Assignment Location:	
□ Does not require medical services exceeding the medical capabilities i	in the assignment location
□ May require medical services not available in the assignment location	(explain)
□ Requires on going medical services not available in the assignment lo	cation (explain)
Will this individual's medical status or medical care requirements change	a in the next 6 months?
Will this individual's medical status or medical care requirements change □ NO □ YES or POSSIBLY (Explain)	e in the next o months?
EXAMINERD	ATE:
(Please stamp form)	



MEDICAL QUESTIONNAIRE (completed by employee/applicant)	

HR Representative\_

WBS#\_

Project and location\_\_\_\_\_

Job Title								
Name								
	(Las	st)		(FI	irst)		(Middle)	
Home Address								
City		State Postal C				ode		
Mobile Phone			0	her Phon	е			
E-mail								
Birth Date		Age		Sex M	_ F_	Height	Weight	
Personal Physician						Phone #		
Address								
City			S	ate	Postal C	ode		

ANSWER THE FOLLOWING QUESTIONS COMPLETELY AND ACCURATELY.

#### WORK & EXPOSURE HISTORY

1)Have y	ou ever worked	or KBR and/o	r Associated	Companies?
NO	<b>∐</b> YES			

2)Are you able to perform the essential functions of your job without changes to specific work tasks, assistive devices or workplace modifications? DNO YES (explain what assistance, workplace or job duty changes you require)

3)Check or list the occupational hazards to which you have been exposed: Noise Ionizing Radiation Lead Mercury Beryllium Cadmium Asbestos Silica Dust Coal Dust Benzene H2S Other: Explain:
None of the above     A)Have you developed any medical condition(s) in connection with your occupation?     (e.g. hearing loss, skin problems, wheezing, backache, blood disease, etc.)     NO    YES, explain:
Filler and the second second second for a second second second
5)Have you ever been denied employment for a medical reason?
6)Have you ever had to leave a job for medical reasons?
MEDICAL HISTORY 7)Within the last 24 hours have you had: Fever Toothache Cold or flu symptoms Nausea, vomiting, diarrhea Other illness None of the above
8)In the past 12 months have you required any medical or dental care or had any significant changes in your health?
9)Have you ever had cancer: INO YES, explain:
10)List <u>all</u> of medications you currently take (prescribed or over-the-counter).

11)List any other medications (prescribed or over the counter) taken in the last 30 days.

 12)FEMALES ONLY - Is there any possibility you may be pregnant or are you trying to get pregnant?

 YES
 NO

 Any gynecological problems?

13)VISION					
Poor night vision		Difficulty with	depth perception		
Blurred vision		Eye allergies	s or infections		
Burning/tearing/redness	of eyes	Eye surgery			
Cataracts		Glaucoma			
Wear glasses/contacts		Color blindne	Iess		
For reading?	r distance?				
Explain 14)HEAD, EARS, NOSE			□ None of the above		
, , ,					
Concussion		ull fracture	Hearing difficulty		
Persistent ringing in ear	s 🗌 Eai	r surgery	Draining ears		
Frequent ear infections	De De	afness	□Vertigo		
Frequent Sinus Infection	is 🗌 Ear	rdrum puncture	Nose Bleeds		
Barotrauma - ear damag	je due pressu	ire changes (explo	sion, diving, flying)		
Other					
Explain			None of the above		
15)MOUTH & TEETH			1		
Untreated cavities	Broken	teeth	Dental implants		
Dentures	Other d	ental appliances	Gingivitis		
Other gum disease	Mouth c	or Throat Cancer	Mouth ulcers		
Other dental disease:					
Explain:			□ None of the above		
16)NERVOUS SYSTEM					
Epilepsy/Seizures/Conv	ulsions	Head injur	or unconsciousness		
Stroke		Frequent of	lizziness		
Numbness in arms/hand	ls/legs/feet	Frequent h	eadaches/Migraines		
Sudden or increased me	emory loss	U Weakness	or paralysis		
Explain:			□ None of the above		
17)MENTAL HEALTH	g/Alcohol use	disorder	Psychosis		
	iety disorder	uisoidei			
Any other mental health	or psycholog	lical disorder			
Explain: 18)CHEST & RESPIRATOR			None of the above		
_					
Allergies/Hay fever		ng up phlegm	Pneumonia		
Broken ribs	Freque		Severe sore throat		
Bronchitis		ulosis j up blood			
Night sweats			Sleep apnea		
Currently use a CPAP o		3			
Explain:	r any outer bi	cutiling device	□ None of the above		
19)ENDOCRINE					
Thyroid disease	Diabete	es 🗌 Type I	Type II		
Pancreatic disease		roid disorder			
Pituitary disorder		l gland disorder			
Explain:		9	□ None of the above		
20)HEART & CIRCULATO	RY				
High blood pressure		Heart attack/Infarc	tion 🔲 High cholesterol		
Irregular or rapid hearth		Enlarged heart	Heart failure		
Arrhythmia requiring trea		Atrial fibrillation	Pacemaker		
Heart valve disease		Stent placement	Heart surgery		
Chest pain with exercise		Abnormal EKG	Heart block		
Deep vein thrombosis		Varicose veins	Heart murmur		
Explain:			□ None of the above		



### 21)STOMACH / INTESTINAL TDACT

are drinking?

drinks on one

occasion?

drinking?

3. How often do you have six or more

4. How often during the last year have

you found that you were not able to

stop drinking once you had started?

year have you failed to do what was

normally expected of you because of

5. How often during the last

21)310WACH/INTESTINA								
Persistent stomach pain		Excessive gas/Bloating Black stools						
Stomach ulcer		0	/Nausea		Blood in stools			
Change in bowel habits	U	nexplai	ned weight	loss or gair	1			
Chronic indigestion	🗌 In	flamma	tory bowel	disease	🗌 Hern	ia		
Explain:						above		
22)LIVER								
Cirrhosis Hepa		_	undice	G	all bladder	surgery		
Portal hypertension	Othe	r						
Explain: 23)KIDNEY / BLADDER					one of the a	above		
Blood in urine		rulty sta	arting urinat	ion 🗖	Kidney stor	165		
Pain with urination			Ider infectio		Prostate pr			
Other		- )						
Explain:					one of the	above		
24)BLOOD & CLOTTING C	ONDITION	٧S				10010		
Anemia (low blood)	🗌 Leuk	emia		□ Sic	ckle cell dis	sease		
Clotting disorders			iciency		rd to stop			
Bleeding of gums			usual bruis		ood transfu			
Explain:					one of the a			
25)MUSCULOSKELETAL						bove		
Arthritis/Gout/Rheumatis	sm		🗌 Joint sv	velling	ng			
Back injury			Knee p	×	ems			
Back pain				ain/Whiplas	h			
Back surgery			Broken	bones				
Explain:					one of the	above		
26)SKIN								
Skin cancer	🗌 Skin	rashes		🗆 SI	Skin discolorations			
Skin allergies	Psor	iasis/Ec	zema	CI	Cracking/bleeding			
Mole / growth on skin	🗌 Itchir	ng / pee	ling	🗆 Sł	Skin infections			
Explain:					one of the	above		
27)ALLERGIES								
To foods:			Medicat	tion(s):				
Other:				wn allergies	6			
28)TOBACCO, VAPING and	d ALCOH	OL USE						
I smoke Cigarettes,	Cigars, or	r Pi	be bowls pe	er dav				
I chew tobacco	or use	Ś	Snuff per da					
I currently use vaping pro				thor				
Nicotine oils, Essential oils Hemp oils Other:					n as 1			
cigarette a day, used 1 oz. c								
When did you quit? Month	. v	ear:						
I have never used or onl	y briefly tri	ed topa	icco or vapi	ng products	5			
29)ALCOHOL USE		0	1	2	3	4		
1. How often do you have a d containing alcohol?	rink	Never	Monthly or less	2-4 times a month	2-3 times a week	4 or more times a week		
2. How many drinks containin do you have on a typical day		1 or 2	3 or 4	5 or 6	7 to 9	10 or		

6. How often during the last year have you needed a first drink in the morning to get yourself going after a heavy drinking session?	Never	Less than monthly	Monthly	Weekly	Daily or almost daily
How often during the last year have you had a feeling of guilt or remorse after drinking?	Never	Less than monthly	Monthly	Weekly	Daily or almost daily
8. How often during the last year have you been unable to remember what happened the night before because of your drinking?	Never	Less than monthly	Monthly	Weekly	Daily or almost daily
9. Have you or someone else been injured because of your drinking?	No		Yes, but not in the last year		Yes, during the last year
10. Has a relative, friend, doctor, or other health care worker been concerned about your drinking or suggested you cut down?	No		Yes, but not in the last year		Yes, during the last year

### Further\_explanation:

Notice: You have received a conditional offer of employment. This

medical history statement is required. The answers to the medical history statement and any medical examination will be kept confidential. The job offer, which you have received, is conditioned upon satisfactory completion and review of this medical history statement, any required medical examinations or follow-up and job assignment availability.

Employee Affirmation: I herewith affirm that the employer has made me an offer of employment. The purpose of this inquiry is to determine whether I currently have the physical qualifications necessary to perform the job that has been offered; to determine whether and what accommodations may be necessary; and to determine whether I can perform the job without posing a significant/direct threat to the health and safety of myself or others. This information will be kept confidential in a separate medical file, apart from my personnel file. I hereby affirm that the questions in the medical questionnaire have not been asked of me by anyone with the employer until after I have signed this statement and been offered a conditional job. I certify that the foregoing statements are true to the best of my knowledge. I understand that leaving out or misrepresenting the facts called for in this questionnaire may be the cause for refusal of employment or termination from the company. I hereby authorize the company to investigate the facts claimed by me on this questionnaire.

I hereby grant permission to the examining medical personnel and/or physician to disclose any information herein and hereinafter furnished by me, to authorized company personnel for purposes related to my employment at KBR, and Associated Companies, and to legal entities requiring such information.

I understand that, if applicable, the pre-placement physical examination is not a general physical examination of the type given by a physician to assess the state of my health and it may not be relied upon by me for that purpose.

Signature

Date

Weekly

Weekly

Weekly

ess than

Less than

\_ess than

monthly

monthly

monthly

Never

Never

Never

Monthly

Monthly

Monthly

more

Daily or

almost

Daily or

Daily or

almost

daily

almost

daily

daily



# Atherosclerotic Cardiovascular Disease Risk

# ALL REGIONS EXCEPT UK & EUROPE (use Page 2 for UK & EUROPE)

(to be completed by physician)

Employee/Applicant Name:\_\_\_\_\_ Date of Birth:\_\_\_\_\_

Does the person have known atherosclerotic cardiovascular disease (exertional angina, prior myocardial infarction, prior embolic stroke, history of stent placement)?

YES – STOP, do not calculate a risk score.

NO, - Enter the information below into the risk estimator at this URL and report the 10-year

ASCVD Risk Score: http://tools.acc.org/ASCVD-Risk-Estimator-Plus/#!/calculate/estimate/

First, select the Units of Measure at the top of the Risk Estimator (US or SI). Then enter this information:
Age Sex Male Female Race White African American Other
Blood Pressure/(mm Hg)
Total Cholesterol(mg/dl) or(mmol/L)
HDL Cholesterol(mg/dl) or(mmol/L)
LDL Cholesterol(mg/dl) or(mmol/L)
Diabetes? Yes No
Smoker? Current Former Never
On Hypertension Treatment?
On a Statin? Yes No
On Aspirin Therapy?

Current 10-Year ASCVD Risk Score \_\_\_\_\_%

## If the 10-year risk is 15% or higher advise the person to obtain treatment to lower the risk as much as possible.

Physician's signature\_\_\_\_\_

# **UK & EUROPE:** Atherosclerotic Cardiovascular Disease Risk

Employee/Applicant Name:	Date of Birth:
Does the person have known atherosclerotic cardiovascular disease (exertional angina, prior myocardial infarction, prior embolic stroke, history of stent placement)? YES – STOP, do not calculate a risk score.	
NO, - Enter the information below into the risk estimator at this URL and report the 10-year	
ASCVD Risk Score UK and Europe: <u>https://qrisk.org/2017/</u>	
Age Sex 🗌 Male 🗌 Female	
	Pakistani Bangladeshi Other Asian
	Chinese Other Ethnic Group
UK Post Code (Leave blank if unknown)	
Smoking Status non-smoker ex-smoker	Light smoker (less than 10)
Moderate Smoker (20-19)	Heavy Smoker (20 or over)
Diabetes Status None Type I	Type II
Angina or heart attack in a 1st degree relative <	<b>60?</b> Yes No
Chronic kidney disease (stage 4 or 5)?	Yes No
Atrial Fibrillation?	Yes No
On blood pressure treatment?	Yes No
Rheumatoid Arthritis?	Yes No
Cholesterol HDL Ratio	
Blood Pressure/(mmHg)	
Height (cm)	
Weight(kg)	

QRISK<sup>®</sup>2-2017 risk score\_\_\_\_\_

## If the 10-year risk is 15% or higher advise the person to obtain treatment to lower the risk as much as possible.

Physician's signature\_\_\_\_\_ Date\_\_\_\_\_ Date\_\_\_\_\_



# **Blood Work for Active Employees**

### Complete Blood Count

□WBC (white blood cell count)

□RBC (red blood cell count)

□Hemoglobin

□Hematocrit

□Platelet count

□MCV (mean corpuscular volume)

□MCH (mean corpuscular hemoglobin)

□RDW (red cell distribution width)

### **Blood Chemistry**

□Hemoglobin A1C

□Sodium

□Potassium

□Calcium

□Phosphorus

□Albumin

□Total Protein

Creatinine + eGFR (estimated glomerular filtration rate)

□Bilirubin

### Lipids Profile

Triglycerides
 LDL (low density lipoprotein) cholesterol
 HDL (high density lipoprotein) cholesterol
 Total cholesterol

□Blood Type and Rh factor

### **Optional or if clinically indicated**

□Blood Glucose (random or fasting)
□Globulin
□A/G Ratio (albumin to globulin)
□Chloride
□CO2
□BUN/Creatinine Ratio
□Uric Acid
□CPK (creatine phosphokinase)
□AST (aspartate amino transferase, also called SGOT)
□GGT (Gamma-glutamyl transferase).
□LDH (lactate dehydrogenase)
□PSA (Prostate-specific antigen) In men > 50 years
□Interferon Gamma Release Assay (QuantiFERON-TB Gold, T-Spot or equivalent)
□ALP (alkaline phosphatase)
□ALT (alanine transaminase, also called SGPT)