

MEDICAL SURVEILLANCE POLICY

ABC COMPANY

1. Medical Surveillance

Company ABC's Corporate Medical Provider has developed HAZWOPER medical examination protocols to meet the requirements of 29 CFR 1910.120(f). To be medically qualified to perform HAZWOPER work, employees receive the following medical examinations:

a. Initial (Baseline) Examination: The initial examination is part of pre-employment requirements and must be completed (with results received) prior to the employee's start of work date.

b. Annual Examination: HAZWOPER-qualified employees will complete a medical examination once each year. Medical qualification expires on the anniversary date of the last examination completed. There will be no "grace period" exemptions beyond this date without the express approval of the Regional SH&E Manager. At the recommendation of the SH&E Department, the CMP may approve an alternate examination frequency, at periods of up to two years (biennial), in cases where the worker's exposures to environmental contaminants are infrequent and typically well below any occupational exposure limits (e.g., senior management personnel).

c. Termination Examination: When re-assigned to non-HAZWOPER duties, or at the conclusion of employment at ABC Company, HAZWOPER-qualified personnel will be provided with the opportunity to receive a termination medical examination.

d. Special Examinations: The SH&E Department and the CMP will jointly determine the need for special examinations:

- i. Due to unusual exposure conditions; and/or
- ii. In response to possible overexposures.

The CMP will determine the medical protocol elements for each of these examinations based on exposure information provided by the SH&E Department. The CMP will evaluate the results of each employee's examination, and will provide a written statement of medical clearance clearly stating medical compliance with the HAZWOPER regulatory standard (29 CFR 1910.120(f)), and approval of the employee to perform unrestricted HAZWOPER activities.

For Initial and Annual examinations, the CMP will also evaluate the employee for the use of air purifying and supplied air respiratory protection. The written evaluation from these examinations will indicate the CMP's approval/limitations on the employee's use of respiratory protection.