

pre employment physical form pdf

Pre employment physical form pdf: An Essential Tool for Employers and Healthcare Providers

In the contemporary hiring process, ensuring that prospective employees are physically fit to perform their job duties is vital for both workplace safety and operational efficiency. A pre employment physical form pdf serves as a standardized document that collects comprehensive health information, medical history, and fitness assessments of job candidates. This document not only facilitates the screening process but also helps employers comply with occupational health and safety regulations. Utilizing a downloadable and fillable PDF format ensures ease of distribution, confidentiality, and record-keeping, making it an indispensable tool in modern employment practices.

Understanding the Pre Employment Physical Form PDF

Definition and Purpose

A pre employment physical form pdf is a digital document designed to gather health-related information from job applicants prior to their employment. It typically includes sections for personal details, medical history, physical examination findings, and recommendations regarding the candidate's ability to perform specific job functions.

The primary purposes of this form include:

- Assessing overall health status of the candidate.
- Identifying any medical conditions that may require accommodations.
- Ensuring that the employee can safely perform essential job duties without risking their health or that of others.
- Documenting baseline health information for future reference.

Benefits of Using a PDF Format

The choice of a PDF format offers numerous advantages:

- Universal Compatibility: PDFs can be opened on any device with a PDF reader, ensuring accessibility.
- Editable and Fillable Fields: Modern PDFs can include interactive fields, allowing candidates to fill out forms electronically.
- Security Features: Password protection and encryption options help maintain confidentiality.
- Consistent Formatting: PDFs preserve layout and design across different platforms and devices.
- Ease of Distribution: PDFs can be easily emailed or uploaded to secure portals.

Key Components of a Pre Employment Physical Form PDF

Personal Information

- Full Name
- Date of Birth
- Contact Details (phone number, email)
- Address
- Emergency Contact Details

Medical History

- Past and current medical conditions
- Allergies
- Medications being taken
- Prior surgeries or hospitalizations
- Family medical history relevant to job requirements

Physical Examination Details

- Vital signs (blood pressure, heart rate, temperature)
- Vision and hearing assessments
- Musculoskeletal evaluation
- Respiratory and cardiovascular assessments
- Any abnormalities or concerns

Laboratory and Diagnostic Tests

- Blood tests
- Urinalysis
- Chest X-ray (if applicable)
- Other relevant screenings based on job type

Fitness Assessment and Recommendations

- Confirmation of ability to perform essential job functions
- Recommendations for work restrictions or accommodations
- Certification of fitness or need for further evaluation

Employer and Healthcare Provider Signatures

- Space for signatures of the examining healthcare professional
- Date of examination
- Employer acknowledgment section (if applicable)

Designing an Effective Pre Employment Physical Form PDF

Best Practices in Form Design

A well-designed form enhances clarity, completeness, and usability. Consider the following:

- Use clear, concise language.
- Incorporate logical sections with headings.
- Include checkboxes and dropdown menus for standardized responses.
- Make fields mandatory where necessary to avoid incomplete submissions.
- Ensure the form complies with relevant legal and health privacy regulations, such as HIPAA in the United States.

Customization for Specific Job Roles

Different roles may require specific health assessments. Customization tips include:

- Adding specialized questions for physically demanding jobs (e.g., construction, manufacturing).
- Including mental health and ergonomic considerations for office roles.
- Adjusting physical examination components based on occupational hazards.

Creating Fillable PDFs

- Use professional PDF editing software such as Adobe Acrobat, Foxit PDF, or online tools like JotForm.
- Incorporate interactive fields to allow candidates to fill out the form digitally.
- Include instructions to guide users on how to complete and submit the form.

Legal and Ethical Considerations

Confidentiality and Data Security

Employers must handle health information responsibly:

- Store forms securely, with restricted access.
- Avoid unnecessary sharing of sensitive data.
- Obtain consent from candidates before collecting health information.

Compliance with Regulations

- Ensure the form aligns with local laws regarding medical examinations and employment discrimination.
- Clearly inform candidates about the purpose of the physical assessment.
- Use the information solely for employment-related decisions.

Informed Consent

Include a section where candidates acknowledge:

- Understanding the purpose of the physical examination.
- Consent to the examination and data collection.
- Rights to access and request correction of their health information.

Implementing and Managing Pre Employment Physical Forms

Distribution Methods

- Email as a PDF attachment.
- Secure online portals or applicant tracking systems.
- Physical printouts, if necessary.

Collection and Storage

- Establish secure methods for collecting completed forms.
- Maintain organized records, either digitally or physically.
- Set retention policies in line with legal requirements.

Review and Follow-Up

- Have qualified healthcare providers review the forms.
- Determine if additional testing or evaluations are needed.
- Document outcomes and decisions transparently.

Conclusion

A pre employment physical form pdf is a critical component in the hiring process, serving as a comprehensive record of a candidate's health status and fitness for work. When carefully designed and implemented, it ensures that employers can make informed decisions, promote workplace safety, and adhere to legal standards. The digital nature of PDFs enhances efficiency, security, and accessibility, making them the preferred format for modern organizations. By understanding the essential components, legal considerations, and best practices around these forms, employers and healthcare providers can streamline their screening procedures while respecting candidates' privacy and rights. Ultimately, a well-crafted pre employment physical form pdf contributes to a healthier, safer, and more compliant work environment.

Frequently Asked Questions

What is a pre-employment physical form PDF and why is it required?

A pre-employment physical form PDF is a digital document used by employers to assess a candidate's physical health and fitness for the job. It ensures that the applicant meets the necessary health standards required for the position.

How can I find a free pre-employment physical form PDF online?

You can find free pre-employment physical form PDFs on various employment or healthcare websites, including company HR portals, government health departments, or industry-specific resources. Simply search for 'pre-employment physical form PDF' to access templates.

What information is typically included in a pre-employment physical form PDF?

It usually includes sections for personal details, medical history, physical examination results, immunizations, drug testing, and the healthcare provider's certification of fitness for work.

Can I fill out a pre-employment physical form PDF electronically?

Yes, many pre-employment physical forms are available as fillable PDFs, allowing candidates and healthcare providers to complete and sign them electronically, facilitating faster processing.

Is a pre-employment physical form valid across different states or industries?

Generally, pre-employment physical forms are standard, but some states or industries may have specific requirements or forms. It's important to use the form provided or approved by your employer or relevant regulatory body.

How do I download and print a pre-employment physical form PDF?

You can download the PDF by clicking on the provided link or button on the website, then save it to

your device. To print, open the file and select the print option from your PDF viewer or browser.

Are there legal considerations when completing a pre-employment physical form PDF?

Yes, the form must comply with privacy laws like HIPAA, and employers must obtain consent before conducting health assessments. Ensure that sensitive health information is handled securely and in accordance with applicable regulations.

Additional Resources

Pre Employment Physical Form PDF: An Essential Tool for Workplace Health & Compliance

In the modern employment landscape, ensuring a safe and healthy work environment is a priority for organizations across industries. A vital component of this process is the pre-employment physical examination, which evaluates an applicant's physical fitness to perform job-related tasks. The pre employment physical form PDF has emerged as a standardized, efficient, and legally compliant method for documenting these evaluations. This article delves into the nuances of pre employment physical form PDFs, exploring their purpose, structure, legal considerations, benefits, and best practices for employers and healthcare providers alike.

Understanding the Pre Employment Physical Form PDF

Definition and Purpose

A pre employment physical form PDF is a digital document used by employers and healthcare

providers to record the results of a physical examination conducted before an individual begins employment. Its primary purpose is to:

- Verify that the applicant is physically capable of performing specific job functions.
- Identify any medical conditions that could impair performance or pose safety risks.
- Ensure compliance with legal and regulatory standards related to workplace health and safety.
- Serve as documentation in case of future disputes or workers' compensation claims.

The PDF format offers advantages over traditional paper forms, including ease of distribution, secure storage, and the ability to update or modify the document electronically while maintaining a professional appearance.

Key Components of a Pre Employment Physical Form PDF

A comprehensive pre employment physical form typically includes:

- Applicant Information: Name, date of birth, contact details.
- Job Description: Details of the position, essential physical requirements, and work environment.
- Medical History: Past illnesses, surgeries, medications, allergies, and relevant family medical history.
- Physical Examination Results: Vital signs, vision and hearing assessments, musculoskeletal evaluation, cardiovascular health, respiratory function, neurological status, and any other relevant tests.
- Laboratory and Diagnostic Tests: Blood work, urinalysis, ECG, or other tests as required.
- Fitness Assessment: Clear statement on whether the applicant is fit for duty or requires accommodations.
- Physician's Certification: Signature, date, and credentials of the healthcare professional conducting the exam.

The Significance of a PDF Format for Pre Employment Medical Documentation

Advantages of Using PDFs

The adoption of PDFs for pre employment physical forms offers several benefits:

- **Universality and Compatibility:** PDFs are widely accepted and can be viewed across various devices and operating systems without formatting issues.
- **Security and Confidentiality:** PDFs can be encrypted and password-protected, ensuring sensitive medical information remains confidential.
- **Editable and Fillable Forms:** Many PDFs are designed with fillable fields, allowing healthcare providers to input data directly, reducing manual errors.
- **Standardization:** PDF templates can be standardized for consistency across different departments or locations.
- **Ease of Storage and Retrieval:** Digital storage reduces physical space requirements and simplifies record management, with options for cloud integration.

Legal and Compliance Considerations

Employers and healthcare providers must ensure that pre employment physical forms comply with relevant laws, including:

- **Health Insurance Portability and Accountability Act (HIPAA):** Protects the privacy of medical information.
- **Americans with Disabilities Act (ADA):** Prevents discrimination based on medical conditions.
- **Equal Employment Opportunity Commission (EEOC) Guidelines:** Ensures nondiscriminatory

employment practices.

- Occupational Safety and Health Administration (OSHA) Regulations: Mandate health examinations for specific industries.

Using a well-designed PDF form helps organizations demonstrate compliance and protect against legal liabilities by maintaining thorough and secure documentation.

Designing an Effective Pre Employment Physical Form PDF

Best Practices for Form Development

Creating an effective pre employment physical form PDF involves careful planning and consideration of legal, medical, and operational factors:

1. **Clarity and Simplicity:** Use clear language and a logical layout to facilitate easy understanding and data entry.
2. **Comprehensive Content:** Cover all necessary assessment areas relevant to the job role.
3. **Legal Compliance:** Include disclaimers, consent statements, and privacy notices aligned with applicable laws.
4. **Customizability:** Allow for industry-specific or role-specific modifications without compromising standardization.
5. **Accessibility:** Ensure the form is accessible to users with disabilities, following guidelines such as WCAG.
6. **Secure Data Handling:** Incorporate encryption and secure storage protocols for digital files.

Sample Sections to Include

- Applicant Details: Name, contact info, emergency contact.
- Job Analysis: Essential functions, physical demands, work environment.
- Medical History and Current Health Status: Allergies, medications, chronic conditions.
- Physical Examination Checklist: Vision test, hearing assessment, blood pressure, BMI, musculoskeletal evaluation.
- Laboratory and Diagnostic Tests: Blood panels, urinalysis, ECG results.
- Physician's Evaluation: Fitness determination, recommendations, restrictions if any.
- Consent and Acknowledgment: Privacy agreement, consent for medical evaluation.

Integrating Pre Employment Physical PDFs into the Hiring Process

Workflow and Implementation

Efficient integration of pre employment physical forms into recruitment processes involves:

- Pre-Designed Templates: Employers should utilize or develop standardized PDF forms tailored to their industry and job requirements.
- Digital Submission Platforms: Candidates or healthcare providers submit completed forms via secure portals, email, or integrated HR systems.
- Review and Verification: HR or occupational health teams review submissions for completeness and accuracy.
- Follow-up Actions: Scheduling further assessments, accommodations, or job placement based on the

results.

- Record Keeping: Secure storage of completed forms for legal compliance and future reference.

Role of Healthcare Providers

Healthcare professionals conducting the physical examination are responsible for:

- Using the PDF form as a guideline for evaluations.
- Ensuring accurate and honest assessments.
- Providing detailed notes and recommendations.
- Signing and dating the form to certify the findings.

Employers should foster collaboration with trusted medical providers who are familiar with occupational health standards.

Legal and Ethical Considerations

Confidentiality and Privacy

Handling medical information requires adherence to privacy laws. Employers must:

- Limit access to the physical forms to authorized personnel.
- Use secure digital storage solutions.
- Obtain explicit consent from applicants before conducting examinations and collecting data.
- Clearly communicate how the information will be used and stored.

Non-Discrimination and Fairness

Pre employment physicals should be applied uniformly to all applicants for a specific role, avoiding discriminatory practices. The form should focus solely on job-related health requirements, not personal or irrelevant health behaviors.

Legal Challenges and Risks

Improper use or mishandling of medical forms can lead to:

- Discrimination lawsuits.
- Breach of privacy claims.
- Non-compliance penalties.

Therefore, organizations must regularly review and update their forms and procedures in consultation with legal counsel and occupational health experts.

Technological Trends and Innovations

Electronic Health Records (EHR) Integration

Modern workplaces are increasingly integrating pre employment physical forms with EHR systems, facilitating:

- Seamless data transfer.

- Real-time updates.
- Improved data security.

Automated Workflows and AI

Artificial intelligence tools can assist in:

- Analyzing examination results.
- Flagging potential health concerns.
- Ensuring compliance with assessment protocols.

Mobile and Remote Examinations

The COVID-19 pandemic accelerated remote health assessments, where digital pre employment physical forms could be completed via telehealth platforms, increasing accessibility and convenience.

Conclusion: The Future of Pre Employment Physical Forms PDF

The pre employment physical form PDF remains a cornerstone document in safeguarding workplace health and ensuring legal compliance. As technology evolves, these forms are becoming more dynamic, secure, and integrated with broader human resource and health management systems. Employers, healthcare providers, and legal advisors must collaborate to develop standardized, compliant, and user-friendly forms that protect all parties involved.

By maintaining rigorous standards in form design, data security, and ethical handling, organizations

can streamline their hiring processes, mitigate risks, and foster a healthier, safer working environment. The transition toward digitalization and automation promises to enhance efficiency further, making the pre employment physical assessment a more integral and sophisticated component of modern workforce management.

In summary, a well-crafted pre employment physical form PDF is not just a compliance tool but a proactive measure to promote workplace safety, protect employee well-being, and uphold legal standards in employment practices.

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pre employment physical form pdf: Redress Schemes for Personal Injuries Sonia Macleod, Christopher Hodges, 2017-11-30 This ground-breaking book takes a fresh look at potential non-litigation solutions to providing personal injury compensation. It is the first systematic comparative study of such a large number - over forty - of personal injury compensation schemes. It covers the drivers for their creation, the frameworks under which they operate, the criteria and thresholds used, the compensation offered, the claims process, statistics on throughput and costs, and analysis of financial costings. It also considers and compares the successes and failings of these schemes. Many different types of redress providers are studied. These include the comprehensive no-blame coverage offered by the New Zealand Accident Compensation Corporation; the widely used Patient, Pharmaceutical, Motor Accident and Workers Compensation Insurance systems of the Nordic states; the far smaller issue-focused schemes like the UK Thalidomide and vCJD Trusts; vaccine damage schemes that exist in many countries; as well as motor vehicle schemes from the USA. Conclusions are drawn about the functions, essential requirements, architecture, scope, operation and performance of personal injury compensation systems. The relationships between such schemes, the courts and regulators are also discussed, and both calls and need for reforms are noted. Noting the wide calls for reform of NHS medical negligence litigation within the UK, and its replacement with a no blame approach, the authors' findings outline options for future policy in this area. This major contribution builds on general shifts from courts to ADR, and from blame to no blame in regulation, and is a work that has the potential to have a major impact on the field of personal injury redress. With contributions by Raymond Byrne, Claire Bright, Shuna Mason, Magdalena Tulibacka, Matti Urho, Mary Walker and Herbert Woopen.

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pre employment physical form pdf: Women's Work, Men's Work National Research Council, Division of Behavioral and Social Sciences and Education, Commission on Behavioral and Social Sciences and Education, 1986-02-01 Even though women have made substantial progress in a number of formerly male occupations, sex segregation in the workplace remains a fact of life. This volume probes pertinent questions: Why has the overall degree of sex segregation remained stable in this century? What informal barriers keep it in place? How do socialization and educational practices affect career choices and hiring patterns? How do family responsibilities affect women's work attitudes? And how effective is legislation in lessening the gap between the sexes? Amply supplemented with tables, figures, and insightful examination of trends and research, this volume is a definitive source for what is known today about sex segregation on the job.

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dozen new chapters covering Platelet-Rich Protein Injections, Restoration of Function After Adult Brachial Plexus Injury, Acute Management of Upper Extremity Amputation, Medical Management for Pain, Proprioception in Hand Rehabilitation, Graded Motor Imagery, and more. - Provides access to an extensive video library that covers common nerve injuries, hand and upper extremity transplantation, surgical and therapy management, and much more. - Helps you keep up with the latest advances in arthroscopy, imaging, vascular disorders, tendon transfers, fingertip injuries, mobilization techniques, traumatic brachial plexus injuries, and pain management—all clearly depicted with full-color illustrations and photographs.

pre employment physical form pdf: Homelessness, Health, and Human Needs Institute of Medicine, Committee on Health Care for Homeless People, 1988-02-01 There have always been homeless people in the United States, but their plight has only recently stirred widespread public reaction and concern. Part of this new recognition stems from the problem's prevalence: the number of homeless individuals, while hard to pin down exactly, is rising. In light of this, Congress asked the Institute of Medicine to find out whether existing health care programs were ignoring the homeless or delivering care to them inefficiently. This book is the report prepared by a committee of experts who examined these problems through visits to city slums and impoverished rural areas, and through an analysis of papers written by leading scholars in the field.

pre employment physical form pdf: Psychosocial Risks in Labour and Social Security Law Loïc Lerouge, 2017-08-24 This book studies a range of legal systems and compares them on their ability to deal with psychosocial risks at work. The book looks at prevention of psychosocial risks from a labor law perspective and at compensation and reparation from a social security law perspective. It pays special attention to the topic of bullying in the work place, which is currently the subject of most legal summons. This book presents the views on the subject from leading national and international experts and provides an in-depth coverage of legal systems used in Southern and Northern European countries, as well as Canada and Japan to deal with this topic. The topic of psychosocial risks at work has received much attention recently, both from the general public, the press, and those working in the legal arena. It is difficult for lawyers to deal with the issue of psychosocial risks at work due to the multifactorial and subjective features involved.

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pre employment physical form pdf: Introduction to Employment Law Kathy Daniels, 2019-01-03 Understand the theory and practical application of UK employment law without the need for any prior legal knowledge. Written specifically for HR and Business students, *Introduction to Employment Law* is a clear and accessible guide to employment law and how it applies in practice. Covering everything from employment tribunals and discrimination to redundancy and termination of employment, this textbook doesn't assume any prior knowledge of the UK legal system and equips students with all the knowledge and skills that they need to take forward into the workplace. Fully revised with all the latest cases and legal developments, this new edition includes coverage of hot topics such as defining employment status in the gig economy, gender pay reporting, the General Data Protection Regulation (GDPR) and the legal implications to be considered with Britain's withdrawal from the European Union. Packed with pedagogical features to consolidate learning including chapter objectives, tasks, 'explore further' sections, key learning points and examples to work through, as well as a dedicated study skills chapter, *Introduction to Employment Law* is essential reading for all students studying the CIPD Level 5 Intermediate module in employment law as well as being a useful resource for those studying at level 3 and an accessible introduction for level 7 and those on undergraduate and postgraduate courses needing a thorough grounding in employment law. Online resources include lecture slides, case studies, multiple choice questions, annotated weblinks and an instructor's manual.

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has been significantly revised and updated to include information that reflects changes in the field due to the economic crisis, changes in federal employment laws, how shifting demographics affect human resources management, the increased use of technology in human resources management practices, how social media has become embedded in the workplace, and new approaches to HRM policy and practice. Written by Joan E. Pynes a noted expert in public administration this authoritative work shows how strategic human resources management is essential for managing change in an increasingly complex environment. The book Includes new material on workplace violence and employee discipline Reviews updates on the legal environment of HRM Contains suggestions for managing a diverse workforce Offers a wealth of revised tables and exhibits Updates the most recent developments in collective bargaining in the public and nonprofit sectors Outlines the most current approaches to recruitment and selection Presents an overview of recent information on compensation and benefits Gives an update of the technological advances used for strategic human resources management Provides examples of HRM policies from other countries The book also includes an enhanced instructor's guide with examination questions, PowerPoint® slides, experiential exercises, and video vignettes that are coordinated with chapters in the book.

pre employment physical form pdf: Health Promotion Throughout the Life Span - E-Book Carole Lium Edelman, Elizabeth Connelly Kudzma, 2017-07-25 Promote health and wellness for all ages and population groups! Health Promotion Throughout the Life Span, 9th Edition provides a comprehensive guide to leading health promotion concepts, from assessment to interventions to application. Its lifespan approach addresses patients' unique needs with case studies and care plans, with an assessment framework based on Gordon's Functional Health Patterns. New to this edition is expanded coverage of genomics and QSEN competencies. Written by nursing experts Carole Edelman and Elizabeth Kudzma, this bestselling text covers all the latest research and trends in health promotion and disease prevention. - Separate chapters on population groups — the individual, family, and community — highlight the unique aspects of assessment and health promotion for each group. - Coverage of growth and development helps you apply health promotion concepts to each age and each stage of development through the lifespan. - Case studies present realistic situations with questions asking you to apply key concepts, and care plans include nursing diagnoses, defining characteristics, related factors, expected outcomes, and interventions. - Quality and Safety Scenario boxes focus on QSEN-related competencies with examples of health promotion. - Innovative Practice boxes outline unique and creative health promotion programs and projects currently being implemented. - Healthy People 2020 boxes present goals and objectives relating to national health issues and priorities. - Research for Evidence-Based Practice boxes summarize current health-promotion studies showing the links between research, theory, and practice. - Diversity Awareness boxes address cultural perspectives relating to planning care. - Hot Topics boxes introduce significant issues, trends, and controversies in health promotion. - Think About It clinical scenarios open each chapter, and include questions to encourage critical thinking. - NEW! An increased focus on genomics reflects scientific evidence supporting the use of genetic tests and family health history to guide public health interventions. - NEW! Expanded discussion of QSEN competencies is included, as related to health promotion. - NEW! Guidelines and recommendations are included from the latest Guide to Clinical Preventive Services from the U.S. Preventive Services Task Force. - NEW! The latest information about the Affordable Care Act is included. - NEW! Updated photos reflect the latest in health promotion and disease prevention.

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pre employment physical form pdf: Kinn's Medical Assisting Fundamentals - E-Book Brigitte Niedzwiecki, 2021-10-21 Master the clinical and administrative competencies you need to succeed as a Medical Assistant! Kinn's Medical Assisting Fundamentals, 2nd Edition covers the administrative and clinical knowledge, skills, and procedures that are essential to patient care. A reader-friendly approach and focus on foundational content — including medical terminology, anatomy and physiology, basic math calculations, and soft skills — provide a solid foundation for the key skills and procedures at the heart of Medical Assisting practice. An applied learning approach organizes content around realistic case scenarios. The 2nd edition adds coverage of intravenous procedures, catheterization, and limited-scope radiography to address competencies approved in many states. This practical text will prepare you to launch a successful Medical Assisting career! - Easy-to-understand writing style is appropriate for all levels of learners in all types of Medical Assisting programs. - Emphasis on foundational content includes in-depth coverage of anatomy and physiology, medical terminology, basic math calculations, and job readiness to build a strong base of knowledge. - Illustrated, step-by-step procedure boxes demonstrate how to perform and document key administrative and clinical skills. - Content supports Medical Assisting certification test plans to help you prepare for board examinations. - Real-world scenario in each chapter presents a situation for you to follow as you read through the material, helping you understand and apply key concepts as they are presented. - Learning features include key terms and definitions, Being Professional boxes, study tips, critical thinking exercises, and review and summary sections, all focusing on developing the soft skills that employers seek when hiring. - Chapter learning tools include terms with definitions, study tips, critical thinking boxes, and review and summary sections. - Medical Terminology boxes highlight chapter-related medical terms to help you learn word parts, pronunciation, and definitions. - Evolve website includes skills videos, chapter quizzes, five practice certification exams, and a portfolio builder. - NEW chapters on intravenous procedures and limited-scope radiography provide coverage of expanded Medical Assisting functions approved in many states. - NEW! Expanded content addresses behavioral health, catheterization procedures, disease states, medical office organization, expanding MA roles, and more.

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electronic tax administration issues. ETAAC also annually reports to Congress concerning: IRS' progress in meeting the goal to receive electronically 80% of tax and information returns; The status of IRS' strategic plan for electronic tax administration; Legislative changes that would assist IRS in meeting the 80% goal; and, The effects on small businesses and the self-employed of electronically filing tax and information returns. This is EETAC's 2011Annual Report to Congress. Tables. This is a print on demand report.

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