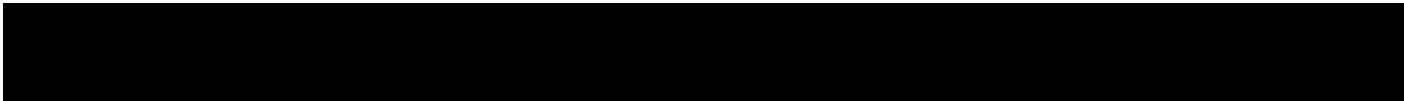


MEDICAL INQUIRY FORM IN RESPONSE TO A DISABILITY ACCOUNT 1 0 0 1 3>7.79 1 0 0 1 180.38 585.4



If not permanent, how long will the impairment likely last?

Does the impairment substantially limit a major life activity?

Note: Does not need to significantly or severely restrict to meet this standard

Yes

B. Questions to help determine whether an accommodation is needed. -

Note: An employee with a disability is entitled to an accommodation only when the accommodation is needed because of the disability. The following questions may help determine whether the requested accommodation is needed because of the disability

What limitation(s) is

C. Questions to help determine whether other accommodations might be effective.

Note: If an employee has a disability and needs an accommodation because of the disability, the employer must provide a reasonable accommodation, unless the accommodation poses an undue hardship. The following questions may help determine effective accommodation options:

Do you have any suggestions regarding possible accommodations?

