

**DEAR INJURED EMPLOYEE:**

**WE WOULD LIKE YOU TO RETURN TO WORK TOMORROW...**

When the reality that getting this employee back to work is more than making a phone call —what are you going to do?

- Allow the employee to stay at home until he is ready to return to work?
- Offer the employee a non-productive light duty job, hoping that he or she does not create management challenges for your supervisors?
- Bring the employee back to work counting paperclips and pay State and Federal taxes or benefits for an employee who is not contributing anything to your companies bottom-line?
- Terminate the employee, and put your organization at risk for an expensive retaliation lawsuit?
- Offer the employee a settlement and hope that the next employee you hire isn't someone else's settlement?

Employers who do not have well defined return to work policies and procedures are never in a win-win situation!

**Are you ready to learn the 6 Essential Pre-Injury and 7 Mandatory Post Accident Components of a Successful Return to Work Program?**

*From Workers' Comp Claimant to Valued Employee* boldly challenges employers to implement proactive return to work policies that will result in injured employees returning to work successfully.

This book offers step-by-step methods to navigate the often-complex process of getting injured employees back to work.

Whether you are a novice at managing injured employees or a seasoned professional, *From Workers' Comp Claimant to Valued Employee* is a must read. It challenges the perception that injured employees can not return to work as productive, contributing members of your team.

*"Employers need to have well-established, written policies that can be used throughout the handling of the workers' compensation claim and the return to work process. The greatest challenge for employers is getting front-line supervisors, to buy into the value and tremendous benefits of a return to work program."*

*"Simply put, this book is a "must read" for any employer doing business in Florida – and who want to get a grip on their workers compensation program. It provides companies with proven strategies which can and will result in lower workers' compensation premiums, lower settlements and far better control of their annual cost...."*

*- Kurt A. Wyland, Esq., Partner  
Walton, Lantaff, Schroder and Carson, LLP*

**Are you ready to remove the stress of managing injured employees and reap the benefits of a proactive Return to Work Program?  
Order Your Copy Today!**

**From Workers' Comp Claimant to Valued Employee  
Employer's Guide to Implementing a Proactive  
Return to Work Program (Florida Edition)**

ISBN: 978-0-9789407-6-8 \$49.95 + Shipping and Handling

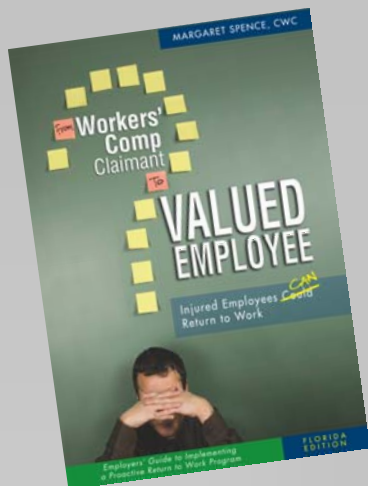
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The Most Comprehensive Step-By-Step Return to Work Guide Available!



This book is a complete how to manual, Chapter by Chapter, learn how to implement effective return to work programs in Florida. Simply follow the practical instructions and smart tactics in this outstanding resource guide.

Packed with Step-by-Step Instructions, Handy Checklists, To-Do-Lists—You will learn how to:

- **Create** written pre-injury and post accident policies.
- **Establish** proactive clinic relationships—learn the 60 questions medical facilities must answer before they treat your employees.
- **Analyze and Evaluate** Job Tasks and Job Demands in 7 Easy Steps.
- **Identify** essential and marginal functions—then use the information to write proactive light duty job descriptions.
- **Use the DWC-25** to identify, document and immediately offer light duty positions.
- **Avoid the 4 Pitfalls** that allow injured employees to manipulate the return to work process. **Learn the 12 Steps** to reintroduce the employee to your work environment.
- **Manage or terminate** injured employees who refuse to accept light duty positions.
- **Decipher** when the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA) interacts with workers' compensation.
- **Insure** that your Supervisors, Managers, Physicians and your Insurance Carrier become strategic partners in the Return to Work process.
- **Much more...**

...hundreds of valuable tips and techniques you can implement—**Immediately.**