



Preparation Guide: Post-Offer Physical Assessment - Cable Splicer Apprentice

Congratulations on receiving a conditional offer of employment for PG&E's Cable Splicer Apprentice position.

PG&E is committed to upholding the highest standards in workplace safety. As part of that commitment, we require that all new-hires in the Cable Splicer Apprentice jobs participate in a WorkSTEPS Post-Offer Physical Assessment to ensure they can capably perform the job for which they are hired. The test will be administered by a licensed, trained and certified clinician in the WorkSTEPS network. Please review this Guide carefully as it includes information about Physical Assessment requirements.

This preparation guide will educate you on the components of the WorkSTEPS Post-Offer Physical Assessment, and help you prepare for the test.

Below you will find general test preparation guidelines:

1. Bring a photo ID, as it is required to participate in the Assessment.
2. Wear loose-fitting, comfortable clothing (preferably shorts) and tennis shoes if possible, as this is a Physical assessment.
3. Do not use nicotine (cigarettes or chewing tobacco) for approximately 30 minutes before the test, as your blood pressure will be taken and nicotine can negatively affect blood pressure.
4. Do not drink any caffeine (coffee, sodas, energy drinks) for approximately 30 minutes before the test because caffeine products can negatively affect heart rate readings.
5. Try to eat something light 30 minutes to an hour before the test.
6. Do not drink ANY alcoholic beverages the day of the test.
7. If you have been ill, please notify the facility administering the test, as it may be necessary to reschedule you for a date when you are well.
8. Please notify PG&E in advance if you anticipate any accommodation to perform the physical requirements of this test.

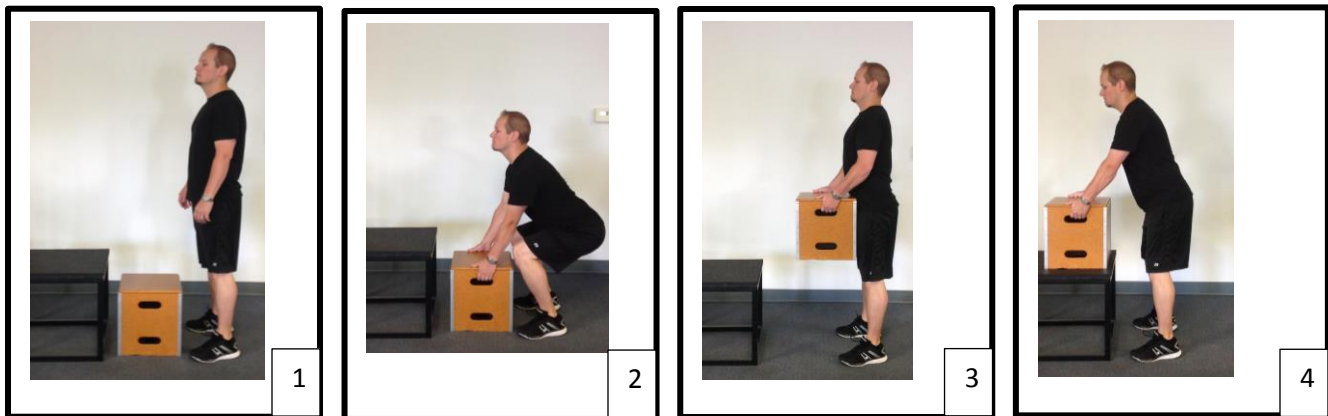
We also recommend you incorporate regular exercise into your daily routine in the weeks and months leading up to the test. Walking, running, or biking for 20-to-30 minutes a day will greatly improve your general conditioning and your ability to complete the test successfully.



Components of the Physical Assessment

Pre-Test Requirements: Dynamic Lifting

You will be required to participate in a progressive lifting sequence to ensure that you are strong enough to participate in the Job Specific Testing component of the test, which simulates the essential functions of the position for which you are being considered.

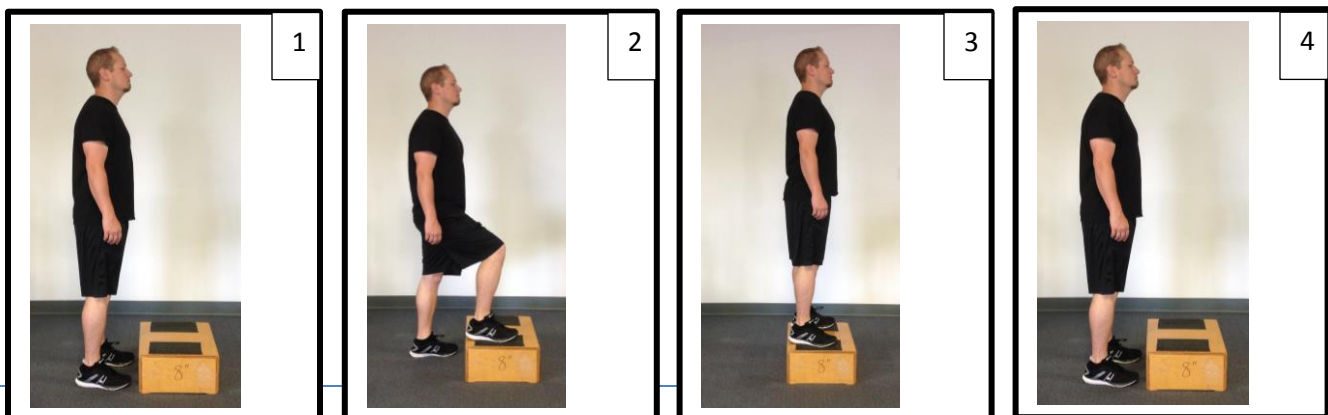


Tips to prepare: *This lift primarily requires good strength in your legs, stomach, back and arms. The following exercises will help strengthen the muscle groups used in the simulation:*

- *Squats, lunges and leg presses to increase leg strength*
- *Plank exercises to build strength in the stomach, back and arms*
- *Arm curls and arm raises to build strength in the arms*
- *Hand grip exercises to increase control of the box.*

Cardiovascular Step Test:

You will be asked to participate in a three-minute step-test where you will be asked to step on and off an 8-inch step, alternating between left and right feet, to measure your baseline cardiovascular fitness.





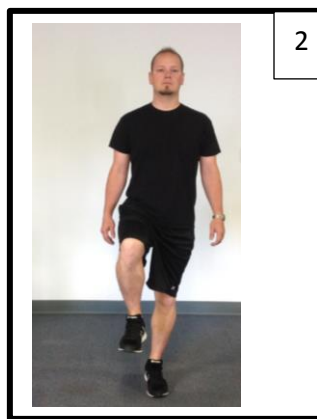
Tips to prepare:

This task requires cardiovascular capability and endurance. Some exercises that will help strengthen the muscle groups for this simulation include:

- *Walking,*
 - *Running or*
 - *Biking for 20-to-30 minutes increments.*
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Single Leg Balance Test

You will begin in a standing position on both feet with arms down by your side. When the evaluator says “GO”, you will raise your left leg and balance on your right foot for 30 seconds. You must hold your left leg out away from your right leg, instead of bracing your legs together. At the end of 30 seconds, you will put down your left leg and raise your right leg, repeating the task. You must be able to stand on each leg for 30 seconds continuously, without losing balance, tipping over, touching your foot to the floor or clamping your legs together. You will be given three (3) attempts, if needed, to complete the task on each leg.



Tips to prepare:

This task requires static balance capability, stomach, back, leg strength, and endurance. Some exercises that will help strengthen the muscle groups used in this simulation include:

- *Squats, lunges and leg presses to increase leg strength*
 - *Ankle stretching exercises*
 - *Curl-ups or sit-ups to build stomach strength*
 - *Practice single-limb balance with each leg, increasing the time up to 30 seconds*
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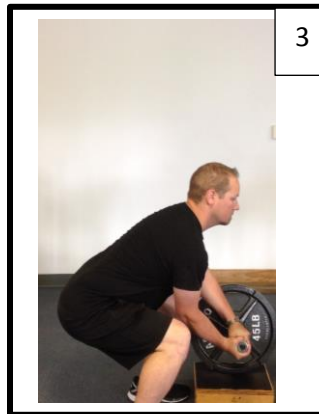
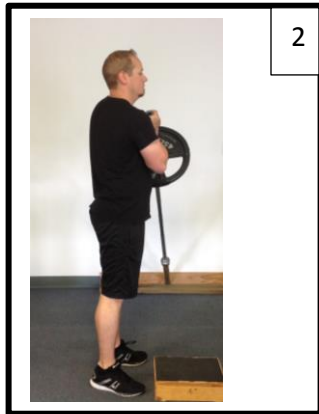
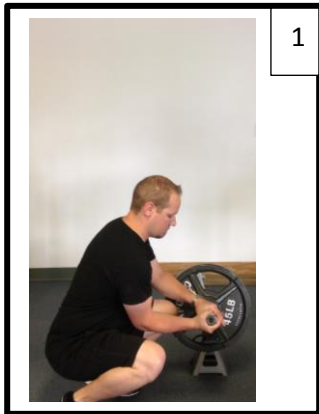
Job Specific Testing

Job Specific Task I

Task Simulated: Pushing 750kcmil PL&N 15kV three-conductor copper cable

Equipment Used: 7 ft. 60lb barbell w/60lbs added to one end OR 7ft. 45lb barbell w/75lbs added to one end (total weight 120 lbs.), weight securing clamps to be applied to the weighted end

Description of Task Simulation 1: Candidate will demonstrate the ability to lift the weighted end of the 120 lb. barbell with the center of the barbell set at 12 inches off the floor until the center of the weighted end is lifted to 60 inches off the floor, or to shoulder height, (whichever distance is smaller). Complete 4 repetitions. This event is not timed.

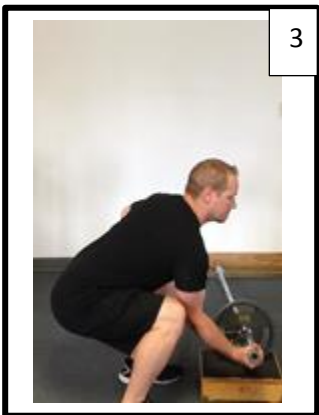
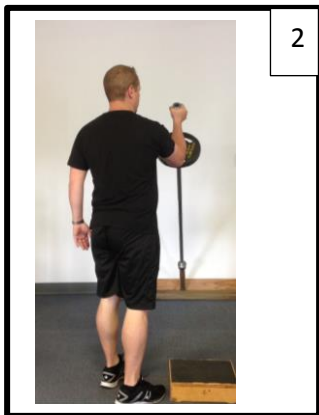
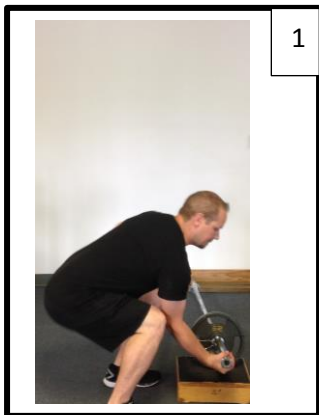


Job Specific Task II

Task Simulated: Pushing a 1000kcmil EPR 600 Volt single-conductor copper cable

Equipment Used: 7 ft. 60lb barbell w/22.5lbs added to one end OR 7 ft. 45lb barbell w/37.5lbs added to one end (total weight 82.5 lbs.), weight securing clamps to be applied to the weighted end

Description of Task Simulation 2: Candidate will demonstrate the ability to lift the weighted end of the 82.5 lb. barbell with the center of the barbell set at 12 inches off the floor until the center of the weighted end is lifted to 60 inches off the floor or to shoulder height (whichever distance is smaller), using ONE hand, and then return to the floor. Complete 4 repetitions. This event is not timed.





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Job Specific Task III

Task Simulated: Lift a 750kcmil PL&N 15kV three-conductor copper cable lead splice

Equipment Used: 7 ft. 60lb barbell w/20lbs added to one end OR 7 ft. 45lb barbell w/35lbs added to one end (total weight 80 lbs.), 15in high platform/box, weight securing clamps to be applied to the weighted end

Description of Task Simulation 3: Candidate will demonstrate the ability to lift the weighted end of the 80 lb. barbell with the center of the barbell set at a 15in high platform from a crouched position and set it on the ground. Candidate will then return the bar to its original position. Complete 2 repetitions. This event is not timed.

SETUP: Non-weighted end of the barbell will be set securely on 15in high platform. Weighted end of the bar will set so that the center of the bar is at 15 inches off the floor. Secure the weighted end of the barbell with the appropriate clamp.



Job Specific Task IV

Task Simulated: Lift and carry old 750kcmil PL&N 15kV three-conductor copper cable lead splice

Equipment Used: Nylon bag weighted to 70lbs, 30in and 58in high platform

Description of Task Simulation 5: Candidate will demonstrate the ability to lift a 70lb nylon bag, without handles, from a 30in high platform, carry it 50 feet, and set on a 58in high platform.





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Tips to prepare for Tasks I-IV:

These lifts primarily require good strength in your legs, stomach, back and arms. The following exercises will help strengthen the muscle groups used in the simulations:

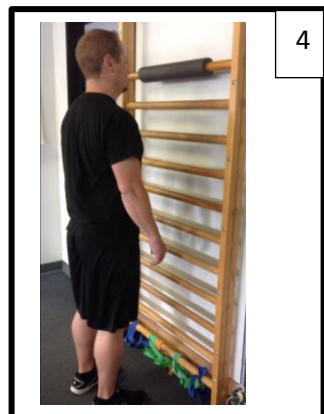
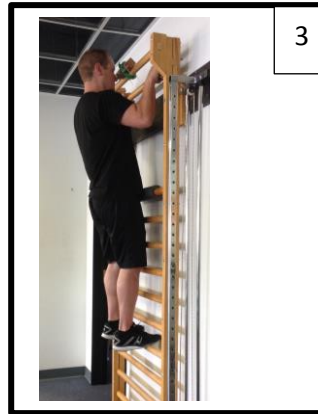
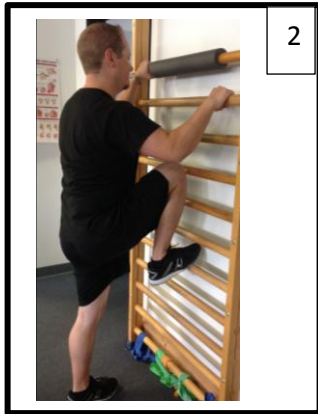
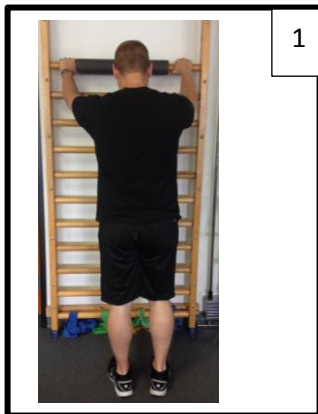
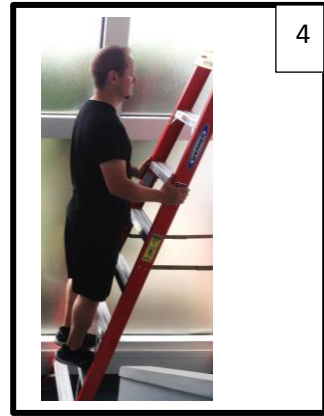
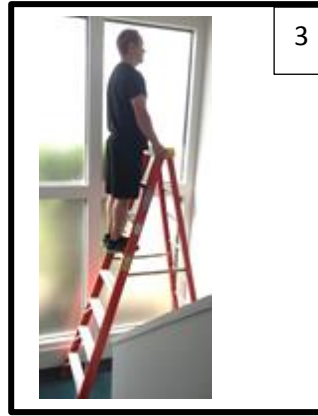
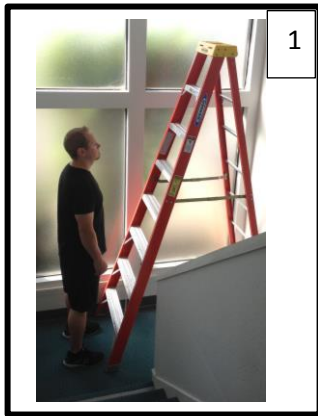
- *Squats, lunges and leg presses to increase leg strength*
- *Plank exercises to build strength in the stomach, back and arms*
- *Arm curls and arm raises to build strength in the arms*
- *Hand grip exercises to increase control of the lift.*

Job Specific Task V

Task Simulated: Ladder climb

Equipment Used: A-frame ladder (total climb is 153.5 inches and distance to final step to landing is 33 inches)

Description of Task Simulation 7: Part 1) Candidate will demonstrate the ability to ascend/descend 12 rungs on a ladder; Part 2) Candidate will demonstrate the ability to step up to a 33-inch rung, utilizing handrails or the ladder structure as a handle. Complete 2 repetitions of each section.





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Tips to prepare:

This task requires balance capability, stomach and back strength, shoulder strength and flexibility, and leg strength to lift your body weight. Some exercises that will help strengthen the muscle groups used in this simulation include:

- *Squats, lunges and leg presses to increase leg strength*
 - *Ankle stretching exercises*
 - *Curl-ups or sit-ups to build stomach strength*
 - *Practice climbing on equipment such as a VersaClimber*
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