



Congratulations on receiving a conditional offer of employment for PG&E's Lineman Line of Progression 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 Lineman Line of Progression 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. You must wear shorts, a comfortable top and athletic shoes 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

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.



Preparation Guide: Post-Offer Physical Assessment - Lineman Line of Progression

Pre-Test Requirement:

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:

Walking, running or biking for 20-to-30 minutes increments



Job Specific Testing

Floor Lift – Heavy Material Handling – Honda Generator; Tamping Machine

You will demonstrate the ability to lift a 112 pound box from 12” to waist-height (12” to knuckle lift), carry it 5 feet, place it on a 24 inch shelf and then return it to the starting position. Chest lift.



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.*



Placement of cross arm on utility pole

You will demonstrate the ability to, first, lift a 60 lb. cross arm from a 44" holder, raise it to eye level and hold it against the pole at eye level for five (5) seconds, and then return it to the holder.



You will then move to the other side of the pole, strap a safety harness at waist height to the pole (or wall fixture) and lean back into the harness placing your feet against the pole (or on bolts). From this harnessed position, you will lift the 75-pound cross arm and hold the cross arm against the pole at eye level for five (5) seconds, and then return it to the starting position.



Tips to prepare:

This task requires significant shoulder and grip strength, as well as stomach, back and leg strength. The following exercises will help strengthen the muscle groups used in the simulation: Squats, lunges and leg presses to increase leg strength

- ***Shoulder exercises while using an incline bench to increase shoulder strength***
- ***Arm exercises while using a pulley/cable system that allows you to lean back safely***
- ***Elbow curls and arm raises with weights to build arm strength***
- ***Ankle stretching exercises***
- ***Curl-ups or sit-ups to build stomach strength***
- ***Hand and wrist strengthening exercises***



Overhead Work with a Hot Stick (Handling hot stick with overhead lines)

While strapped at waist height to a 4x4 pole (or wall fixture), with feet positioned on the side bolts to simulate gaffs in the wood pole, you will touch the end of the hot stick (or 7 foot long extension pole) to the target on your right, maintaining contact with the target continuously for 10 seconds. You may lower the stick (but without letting it touch the ground) for a rest period of 15 seconds. You will then perform the same procedure, contacting the target on the left side. You will work the hot stick from side-to-side in this manner for a period of five (5) minutes.



Tips to Prepare:

This task requires significant shoulder and upper back strength, a strong grip, as well as stomach, back and leg strength. The following exercises will help strengthen the muscle groups used in the simulation:

- ***Perform shoulder exercises while using a pulley/cable system that allows you to safely lean to each side alternately***
 - ***Squats, lunges and leg presses to increase leg strength***
 - ***Ankle stretching exercises***
 - ***Curl-ups or sit-ups to build stomach strength***
 - ***Elbow curls and arm raises with weights to build arm strength***
 - ***Hand and wrist strengthening exercises***
 - ***Gentle neck stretches from side-to-side and forward***
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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 second***
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Climbing – Climbing a Utility Pole

You will be required to complete one of the following simulations (based on equipment availability)

Option One: While wearing a heart-rate monitor, you will be required to climb 18-inch rungs on a pole using a 3-point touch tandem pattern for the first two (2) rungs, and then raising your foot to just touch the third (3rd) rung in the sequence. You will then descend and repeat this process 15 times for a total of 45 rungs without exceeding 85 percent of your maximum predicted heart rate.

Option Two: While wearing a heart-rate monitor, you will climb 12-inch rungs on a ladder using a 3-point tandem pattern for four (4) rungs. You will then descend and repeat the process 12 times for a total of 48 rungs without exceeding 85 percent of your maximum predicted heart rate.



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***