



To: **Lamarre, Michael**

SSN: **XXX-XX-████**

Date: **04/28/2009**

Your recent medical examination, performed in conjunction with your application to become a Transportation Security Officer with the Transportation Security Administration, has resulted in medical disqualification. You did not meet the standards established for this position based on the following medical guideline:

HIV - The effect of the treatment program, physical, emotional, and intellectual impact of the disease, and prognosis should be considered when evaluating the capability of an individual to perform job tasks. [TSA Medical Guidelines for Transportation Security Screeners, 2007 edition]. 2) Must meet job-related standards that will be assessed in a pre-employment medical evaluation. [Transportation Security Officer (TSO) Qualifications & Evaluations on www.usajobs.gov]

Based on the current requirements of the job and the results from your recent medical evaluation it was determined that you could not perform the TSO job safely, effectively, and efficiently. Some of the critical requirements of the TSO position can be found by viewing the Vacancy Announcement on www.usajobs.gov.

The process of medically certifying applicants for any position – in particular safety/security sensitive positions – is a complex one involving medical, legal, and administrative considerations. These screening jobs are physically demanding and all screeners must be medically able to perform the requirements of the job to ensure the safety and security of the traveling public and others.

The specific criteria for medical clearance to work as a Transportation Security Officer were developed by experts in Occupational Medicine and other specialty areas, and are based on the specific tasks that passenger/baggage screeners, leads, and supervisors must perform effectively to work in those positions.

The overall process of medical certification is designed to be compliant with relevant Federal and State laws, including legislation such as, but not limited to, the Aviation and Transportation Security Act (ATSA), the Rehabilitation Act, Health Insurance Portability and Accountability Act (HIPAA), and others.

Although you do not meet the requirements for the TSO position, it does not mean that you would not meet the requirements of other TSA jobs or those in the federal government. Other employment opportunities can be found at www.usajobs.gov.

TSA thanks you for your interest in a TSO position and wishes you well in your future endeavors.

Sincerely,

Comprehensive Health Services



Candidate Name: Lamarre, Michael

Last 4 Digits of SSN: [REDACTED]

MEDICAL CONDITION:

This candidate is under consideration for a position as a Transportation Security Officer (Screener)(TSO) position at the Transportation Security Administration (TSA). His/her pre-employment medical screening, including a medical history review on 04/08/2009, revealed the following: **History of HIV**

Paperwork Reduction Action Statement:

The Transportation Security Administration (TSA) requires physical/medical examinations prior to an individual's appointment to a TSA Security Officer (Screener) position. TSA uses the following medical documents to obtain information relevant to an applicant's health status for purposes of making an employment decision. This is a mandatory collection of information if you wish to be considered for a TSA Security Officer (Screener) position. It is estimated that the total average burden per response associated with this collection is approximately 20 minutes. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a valid OMB control number. The control number assigned to this collection is OMB 1652-0032, which expires 09/08.

CANDIDATE SECTION:

- Candidate must complete Candidate section, including signature
- Candidates will not receive further consideration in the TSO job application process if CHS does not receive ALL requested paperwork within 90 days of the candidate being placed on Further Evaluation for the position

1. Date of diagnosis: AUGUST 1990
2. What type of treatment did / do you receive Medications only
3. Have you been hospitalized in the past year? YES NO If yes, for what? _____

Candidate Signature: Michael Lamarre Date: 17 APR 09

- Any expenses incurred remain your responsibility and will not be reimbursed by CHS or TSA

HEALTH CARE PROVIDER SECTION:

- Health Care Provider must verify candidate's identification with a government issued photo ID, e.g., driver's license or passport
- Health Care Provider must complete Health Care Provider section, including signature, printed name, contact number
- Health Care Provider must review, sign and date the attached "Transportation Security Officer (Screener) Job Requirements Overview" and determine candidate's ability to perform this job in relation to the above indicated condition

1. Diagnosis: 042 Date of diagnosis: 8/1990
2. Prognosis: Good
3. Current treatment: Stable
4. What medication is the candidate currently taking for HIV?

Medication:	Dose:	Frequency:
<u>Truvada</u>	<u>1</u>	<u>daily</u>
<u>Intelligence</u>	<u>200mg</u>	<u>twice daily</u>
<u>Isentress</u>	<u>400 mg</u>	<u>twice daily</u>
<u>Depsona</u>	<u>100mg</u>	<u>once</u>

5. Has the candidate been hospitalized for any associated medical problems in the last year? YES NO
If yes, for what? _____

6. What are the candidate's Viral Load results (within the last 6 months)? 1/16/09 60

7. What is the candidate's T-Cell count (within the last 6 months)? 274 / 127.

Please also send results absolute CD4 count.

8. Any additional information: _____

Physician Signature: [Signature]

Date: 4/24/2009

Please Print Physician Name: [REDACTED]

Medical Speciality: IM / ID

Phone Number: ([REDACTED])

FAX Number: ([REDACTED])

FAX ALL SUPPORTING DOCUMENTATION, PROGRESS NOTES, AND RECENT DIAGNOSTIC TEST RESULTS INCLUDING ALL PAGES OF THIS FORM TO CHS. If unable to fax please call 866-416-5928.

Fax # 703-288-5495



Candidate Name: Lamarre, Michael

Last 4 Digits of SSN: [REDACTED]

Transportation Security Officer (TSO) Job Overview

from Vacancy Announcement on www.usajobs.gov

1. A TSO must be willing and able to:

- Repeatedly lift and carry up to 70 pounds;
- Continuously stand for anywhere between one (1) to four (4) hours without a break to carry out screening functions;
- Walk up to two (2) miles during a shift;
- Continuously and effectively interact with the public, giving directions and responding to inquiries in a reasonable tone and manner;
- Maintain focus and awareness and work within a stressful environment which includes noise from alarms, machinery, and people, distractions, time pressure, disruptive and angry passengers, and the requirement to identify and locate potentially life threatening devices and devices intended on creating massive destruction; and
- Make effective decisions in both crisis and routine situations.

2. TSO medical standards include but are not limited to:

- Visual ability including two functioning eyes with:
 - Distance vision correctable to 20/30 or better in the best eye and 20/100 or better in the worse eye;
 - Near vision correctable to 20/40 or better binocular;
 - Color perception (e.g., red, green, blue, yellow, orange, purple, brown, black, white, gray).
Note: color filters (e.g., contact lenses) for enhancing color discrimination are prohibited;
- Hearing (corrected or uncorrected) as measured by audiometry cannot exceed:
 - an average hearing loss of 25 decibels (ANSI) at 500, 1000, 2000 and 3000 Hz in each ear, and
 - single reading of 45 decibels at 4000 and 6000 Hz in each ear;
- Adequate joint mobility, dexterity and range of motion, strength, and stability to repeatedly lift and carry up to 70 pounds; and
- Blood pressure not to exceed 140 / 90.

Physician Review

Based on my findings and opinions presented in the Health Care Provider Section of this form, this candidate:

- Is capable of meeting the above job requirements safely, efficiently and effectively with respect to my medical specialty and this candidate's medical condition and/or diagnosis noted on Page 1.
- Is **NOT** capable of meeting the above job requirements safely, efficiently and effectively with respect to my medical specialty and this candidate's medical condition and/or diagnosis noted on Page 1.

Specify reason(s) and provide explanation based on the above reference number(s):

Physician Signature: 

Date: 4/24/2009

Please Print Physician Name: [REDACTED]

Medical Specialty: IM / ID

Phone Number: ([REDACTED])

FAX Number: [REDACTED]

Note: All data provided by the candidate's physician(s) are part of an initial medical evaluation. The final determination of medical suitability will be made by Transportation Security Administration medical staff based on the aggregate of all medical data acquired.

AUTHORITY: 49 U.S.C. § 114(e). PRINCIPAL PURPOSE(S): This information will be used to determine your eligibility for employment as a Transportation Security Officer (TSO). ROUTINE USE(S): This information may be shared with contractors, grantees, or volunteers performing or working on a contract, service, grant, cooperative agreement, or job for the federal government, or for routine uses identified in the Office of Personnel Management's system of records notice, OPM/GOVT-10 Employee Medical File System Records (if hired) or OPM/GOVT-5 Recruiting, Examining, and Placement Records (if not hired). DISCLOSURE: Voluntary; failure to furnish the requested information may result in an inability to consider your application for employment. Failure to provide your SSN may result in a delay in determining your eligibility for employment as a TSO.