

# Service Order Agreement



SiteMed North America P.C.  
11315 Business Park Blvd  
Jacksonville, FL 32256  
888- 837-4819 / (904) 619-2356  
www.usmhe.com/services/nfpa-1582-exams

03/17/2026

Madison Fire & Rescue  
Dustin Spires

101 Mill Road  
Madison, AL 35758

Dear Dustin,

As we discussed, the service order agreement ("Agreement") was prepared based on our earlier communication and tailored to the specific needs of your business. As you know, the USMHE Family of Companies ("USMHE") provides a full suite of services, from sound surveys to identify areas subject to an OSHA required hearing conservation program, to audiometric testing, hearing conservation training and counseling services, pulmonary function testing, physical exams for industrial facilities and NFPA 1582 exams for our invaluable firefighter community friends. Additionally, the USMHE Family of Companies services most geographies in the United States and we would love the opportunity to talk with you about additional services and additional locations/facilities where your company may need testing services, beyond what is included in this service order.

Based on our prior communication, the following outlines the details of this service order:

**Customer Name:**

Madison Fire & Rescue  
Dustin Spires  
(256) 461-1625 (5423) / dustin.spires@madisonal.gov

**Service Location:** Madison Fire & Rescue :  
101 Mill Road  
Madison, AL 35758

**Requested Job Date(s):** .

**Job Category:** NFPA 1582 Firefighter Medical Exams

**Job #:** 1085589917

**Job Details:** P2



## **Included in Our Standard Physical**

### **Our Firefighter Program Meets OSHA 29 CFR 1910.95, 1910.134, 1910.120, 1910.1030, NFPA 1582**

#### **Medical Component per NFPA 1582 Chapters 6 & 7**

- **Comprehensive Medical History**
  - All necessary forms will be provided
- **Medical Examination - Comprehensive Physical Exam**
  - Includes: head, eyes, ears, nose, throat, neck, heart, lungs, gastrointestinal, genitourinary, lymph nodes, musculoskeletal, skin, neurological, hernia check, screening for skin, thyroid, & testicular cancer
- **Vitals**
  - height, weight, blood pressure
- **Body Composition**
  - Bio Impedance Analysis (BIA)
- **Vision**
  - Snellen (distance) screening
- **Lab Analysis**
  - Chemistry Screening, CBC, Lipid Panel, TSH, Urinalysis, PSA (males over 40), CA-125 (all females), Hemoglobin A1C
  - Blood work will be drawn in the morning approximately 2-4 weeks prior to testing
- **Hearing Test**
  - Audiogram using our Tremetrics audiometers or whisper test
- **EKG - 12-lead resting electrocardiogram**

#### **Fitness Component per NFPA 1582 Chapter 8**

- WFI Submaxial Graded Treadmill Evaluation to evaluate aerobic capacity (per NFPA 1582 C.2.1.3)
- Hand grip strength evaluation (NFPA 1582 C.2.1.5)
- Vertical Jump Assessment (NFPA 1582 C.2.1.8) or Leg Strength Evaluation (C.2.1.6)
- Arm Strength Evaluation (NFPA 1582 C.2.1.9)
- Prone static plant core stabilization assessment (NFPA 1582 C.2.1.11)
- Sit and Reach Flexibility Evaluation (NFPA C.2.1.12)

#### **SiteMed Value - Additional Standard Components**

- One-on-One consultation with a licensed medical provider
- Medical provider may be a Physician, Physician's Assistant or Nurse Practitioner
- Confidential copy of results and interpretations provided to each firefighter
- A Physician will evaluate all charts and issue clearance letters
- Clearance letters will be provided within 7 business days of the physical exam if there are no medical issues requiring follow-up
- Department Summary Report including relevant averages, ranges, and annual comparison statistics



**Standard Labs & Screenings Included in Physicals**

**Chemistry Screening**

Screens for Liver Cancer, Biliary Cancer, Diabetes, Gout, Kidney function, Anemia and Liver Disorders

- Glucose
- Sodium
- Potassium
- Chloride
- Blood Urea Nitrogen
- eGFR
- BUN/Creatinine ratio
- Uric Acid
- Inorganic Phosphorus
- Calcium
- Iron
- Total Protein
- Albumin
- Globulin
- Albumin/Globulin Ratio
- Total Bilirubin
- Alkaline Phosphatase
- Gamma-GT
- AST (SGOT)
- ALT (SGPT)
- LDH

**Lipids**

Screening for Cardiovascular Risk

- Triglycerides
- Cholesterol, Total
- HDL-High Density
- Lipoprotein Cholesterol
- LDL-Low Density
- Lipoprotein Cholesterol
- VLDL- Very Low-Density
- Lipoprotein Cholesterol
- Cholesterol/ HDL-Cholesterol
- Estimated Coronary Heart Disease Risk

**Thyroid Stimulating Hormones**

Screens for Thyroid Disease

**Hemoglobin A1C**

Screening for Diabetes

**Complete Blood Count (CBC)**

Screens for Lymphoma & Leukemia, Anemia and other Blood Disorders

- White Blood Cell Count (WBC)
- Red Blood Cell Count (RBC)
- Hemoglobin
- Hematocrit
- Platelets
- RDW
- Mean Corpuscular Volume (MCV)
- Mean Corpuscular Hemoglobin (MCH)
- Mean Corpuscular Hemoglobin Concentration (MCHC)

**Urinalysis**

Screens for Bladder and Kidney Cancers

- Color
- Ketones
- Appearance
- Occult Blood
- Specific Gravity
- Glucose
- Microscopic examination of urine sediment
- Leukocyte esterase
- pH
- Nitrate
- Protein
- Bilirubin
- Urobilinogen

**Prostate-Specific Antigen (PSA)**

Screens for Prostate Cancer  
Performed on males 40 years of age and older

**Cancer Antigen 125 (CA-125)**

Screens for Ovarian Cancer  
Performed on all females

**American Heart Association/American College of Cardiology Atherosclerotic Cardiovascular Disease Risk**

Calculation of an individual's risk of developing a cardiovascular problem such as a heart attack or stroke within the next 10 years. Calculated for those individuals over the age of 40.



**Service Order Agreement Details and Costs**

The following schedule of costs outlined below is based on the information you previously provided. Any significant increases to the number of tests required at the time of service must be communicated and arranged for in advance of the actual testing time in order to ensure appropriate resources are available for your needs. Any such changes may change the Total Cost outlined below.

Description	Qty	Rate	Tax	Total
<b>Physical Exam - GA</b> NFPA 1582 Exams	65.00	\$341.00	\$0.00	\$22,165.00
<b>Imaging - GA</b> Full Body Ultrasound Package	35.00	\$380.00	\$0.00	\$13,300.00
<b>Physical Exam - GA</b> Behavioral Health Assessments	65.00	\$55.00	\$0.00	\$3,575.00
<b>Blood Draw - GA</b> OneTest Standard	65.00	\$209.00	\$0.00	\$13,585.00
<b>Blood Draw - GA</b> FOB Cards	35.00	\$25.00	\$0.00	\$875.00

**TOTAL:**  
\$53,500.00

**Total Testing Services Cost \$53,500.00\***

*\*Total costs outlined above exclude any additional fees that may apply pursuant to the Potential Additional Fees & Services addendum included herein.*

**PLEASE NOTE that in order for our mobile services to be provided on-site, the customer is responsible for providing the appropriate space outlined in the "Customer Facility Responsibilities" Addendum included herein.**

Additionally, in accordance with the Health Information Portability and Accessibility Act (HIPAA), we will provide written notification to all employees tested that the results of their tests are being shared with their employer as permitted for purposes of workplace medical surveillance for the evaluation of work-related illness and/or injury to the extent that the information is required for compliance with OSHA, MSHA, or similar state laws.



**Additional Terms of this Service Order Agreement:**

*Indemnification:* The parties shall indemnify and hold harmless and defend the other party, its officers, employees, directors, and/or agents responsible for any action or failure to act by each other, their employees or agents resulting in any liability and/or damages therefrom.

In no event shall SiteMed North America P.C. be responsible for errors of independent testing/diagnostic reports/results for services provided in furtherance of this Agreement.

*Force Majeure:* Neither party shall be responsible for delays due to reasons beyond its control, including but not limited to acts of God or other deities, natural disasters, wars or acts of terrorism.

*Payment Terms & Conditions:* Payment on all invoices is due within ten (10) days of the invoice date. Invoices not paid within thirty (30) days of the invoice date are subject to an interest rate of 1.5% per month. Customer shall be responsible for all fees and costs advanced, paid or due by SiteMed North America P.C. to collect any late payment amounts. These fees and costs shall include, without any limitation, attorney fees, collection agency fees and other fees allowed by law.

**CREDIT CARD PAYMENTS are subject to 2.5% processing fee.**

*Cancellation Provision:* In the event that the Customer cancels, postpones, reschedules or significantly changes the scheduled services for any facility (or location) upon less than twenty-one (21) calendar days' advance written notice, the Customer agrees to pay a cancellation fee of 50% of the daily price multiplied by the scheduled number of days of service.

*Term of Agreement:* To facilitate planning and allow SiteMed North America P.C. to provide priority scheduling to you in future years, the Parties agree that this Agreement shall automatically renew annually unless terminated by either party in writing at least 60-days prior to the annual anniversary of the original date of this Agreement. Upon such auto-renewal of the Agreement, if the service requirements of the Customer and market conditions remain unchanged, the cost to the Customer shall be capped at 3% above the most recent year pricing.

If applicable, make-up exams must be completed within 45 days following the completion of Phase 2. Exceeding 45 days will incur multiple invoices.



**Date of Agreement/Service Order Issuance:** 03/17/2026

**Job #:** 1085589917


**PO #:**

**Invoicing Information:** Please provide your accounts payable information along with the corresponding PO number.

**Completed by:** Jenn Skibicki

<b>CUSTOMER MESSAGE</b>
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<b>JOB TERMS</b>
NET30

<b>SIGNATURE - SiteMed North America P.C.</b>
<b>SIGNATURE:</b>  
<b>SIGNED BY:</b> Jenn Skibicki
<b>DATE:</b> 03/17/2026

<b>SIGNATURE - COMPANY</b>
<b>JOB #:</b> 1085589917
<b>APPROVAL SIGNATURE:</b>
<b>SIGNED BY:</b>
<b>DATE:</b> 03/17/2026
<b>Please make sure your name is correct in the box below the signature.</b>

**Thank you for choosing SiteMed North America P.C. as your onsite firefighter physicals provider!**



## ADDENDUM - CUSTOMER FACILITY RESPONSIBILITIES

1. Customer shall supply SitMed North America P.C. with:
  - a) a contact person for each shift who will coordinate the movement of employees to the training and testing site; and
  - b) a pre-scheduled area inside the facility where contracted testing can be conducted.
2. Customer shall supply SiteMed North America P.C. with a demographic list (name, gender, full date of birth, and unique non-reusable ID number) of all employees to be tested. This list should be provided to us **AT LEAST 2 weeks prior to testing**.
3. Customer shall facilitate employee participation by creating a schedule outlining the flow of employees to be tested and supply SiteMed North America P.C. with such schedule at least one-week or more prior to the testing session.
4. Customer shall keep records of and provide employees with access to all medical records as required by law.
5. Customer shall ensure each employee has proof of a valid identification, which will be required at the time of testing by SiteMed North America P.C.



**POTENTIAL ADDITIONAL FEES & SERVICES**

***Below is a list of additional services offered by SiteMed. Unless listed on Page 1 of this Service Order, these services are not included in this agreement and require additional charges.***

**Imaging Services**

**\*Not available at all locations \* Pricing may vary**

Abdominal Ultrasound\*  
 Pelvic / Testicular Ultrasound\*  
 Abdominal Aortic Aneurysm  
 Ultrasound\*  
 Carotid Ultrasound\*

Chest -X-rays  
 Echocardiogram\*  
 CT Coronary Calcium Scoring

**Blood Testing Services**

Blood Typing (ABO Grouping  
 & Rho)  
 HIV Screening  
 CRP (C-reactive Protein)  
 Cholinesterase, RBC  
 (For Hazmat)

Heavy Metals Panel  
 (For Hazmat)  
 NMR Particle Test for Cholesterol  
 Fecal Occult Blood Screening

**Screening Services**

Tuberculosis Skin Test Read by  
 FD Personnel  
 Tuberculosis Skin Test Read by  
 SiteMed Personnel  
 QuantiFeron TB Gold Blood Test

Hepatitis B Antibody Screening  
 Hepatitis C Screening  
 Varicella Antibody Screening

**Vaccination Services**

Hepatitis A Vaccine (2-Dose  
 Series)  
 Hepatitis B Vaccine (3- Dose  
 Series)  
 Tetanus/ Diphtheria/Pertussis

Measles, Mumps, Rubella  
 Vaccine  
 Varicella Vaccine  
 Influenza Vaccine

**Additional Services**

Lab Corp Collection Fee  
 Behavioral Health Assessment  
 DOT Medical Cards  
 Titmus Vision Screening



## ADDENDUM - THE SITEMED DIFFERENCE

### **We are a physician owned company.**

Our physicians specialize in NFPA 1582 medical exams. They lecture and write articles on firefighter health and wellness on the local, state and national level. They have performed over 70,000 NFPA 1582 Firefighter, Fire Brigade, EMS and HAZMAT exams. They understand the inherent medical risks firefighters face and know that a comprehensive NFPA 1582 firefighter evaluation program is key to keeping firefighters healthy and reducing your department's health care costs. What does this mean for you? Consistency, Reliability, & Dependability.

Other companies owned by non-physicians will often hire temporary outside doctors who may not have experience with firefighter physicals. We specialize in Occupational Medicine and firefighter exams; this is what we do all day every day. Let us put our experience to work for you.

### **Our Physicians and Staff are Licensed in all 50 states.**

From Alaska to Florida and coast to coast we have you covered. You will never have to worry if your provider is in compliance with Medical Practice Laws.

### **We insist on the highest medical standards.**

This means that all lab and imaging studies are ordered by a State Licensed physician. All imaging studies are interpreted by a State licensed board-certified radiologist and a written report of all studies are given to all members.

### **Our examination meets and can exceed the NFPA 1582 standard**

The SiteMed NFPA 1582 medical exam program meets and with optional specialized testing, can exceed all aspects of the NFPA 1582 standard. We work with hundreds of departments, and our program has been effective for large 1000+ member departments as well as small volunteer departments.

### **We come on-site to you.**

We realize yearly exams can be a daunting process. By coming on-site, we are able to perform up to 35 exams per day and can complete a department in just days instead of weeks or months. We perform 4-6 exams per hour, which greatly helps minimize time away from work. Typically, all we need is a conference room and office to perform all of our testing. There is no need to sit and wait at an urgent care, local clinic or hospital, which puts firefighters and trucks out of service for hours at a time. This saves your department time, money and minimizes the hassles related to annual physical exams. Firefighters are able to remain in service and respond to emergencies if needed.

### **We focus on perfection.**

The purpose of an effective wellness program is to enhance the health of your firefighters. It is not a punitive process. Anyone can issue a clearance letter, but our focus is on preventing disease and improving firefighters' health and safety. This starts with a complete NFPA 1582 physical exam and our one-on-one counseling.

### **We manage medical problems.**

If medical issues are discovered, we coordinate with the firefighter and their personal physician to make sure your employee is safe to perform the 14 Essential Job Tasks. We can usually keep your firefighters working during this process until the issue is resolved. We are available 365 days a year to help you manage and mitigate medical issues.



**We care about your health.**

As a physician owned company, we will customize your NFPA 1582 program to reflect your specific needs. This means that we can include extras not offered by other companies such as cardiac CT scanning, ultrasound imaging, advanced genetic testing for heart disease and advanced cancer screenings.

**We use a unique two-phase process.**

Blood and urine specimens are collected on site if applicable 2-4 weeks prior to Phase 2 testing. This process enables providers to examine and consult with your firefighters with the information in front of them (labs, x-rays, ultrasounds and medical history) just like when they see their primary care physician. This means that during their individual one-on-one counseling session; we can make health recommendations individualized to each person at the time of the consultation.

**Year-round access.**

What happens after the testing when you have a medical question? With SiteMed, you have year-round access to our Fire Department Doctors for medical consultations. There is no extra charge for this service; it is part of our commitment to your department.