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### Unwavering Commitment to Safety and Excellence - **The Right Direction™**

Smithway Motor Xpress (SMX) continued its pursuit of unwavering commitment to safety and excellence when it partnered with the Physical Capacity Profile® (PCP) and Trinity Corporate Health Services (TCHS) of Fort Dodge, Iowa in 2007. Through TCHS, the PCP® Testing System is utilized in assisting employers such as SMX to reduce injuries by ensuring employees have the physical strength to safely perform their essential job requirements.

SMX hires approximately 100 new driver recruits from across the nation each month. Before a trucker is eligible to drive for SMX, several things must take place. They are required to pass a drug screen, a medical exam, and the Physical Capacity Profile® test. In addition to the testing, drivers attend two days of orientation classes. In order to help expedite the processes and better serve SMX and their drivers, TCHS utilizes their PT/OT staff to assist with providing all the testing services onsite at SMX's main terminal in Fort Dodge. With SMX's focus on safety and their drive for excellence, their adoption of the PCP Testing System is a great fit.

Tom Nelson, Vice President of Human Resources and Safety of SMX, states, ***"The Physical Capacity Profile® gives us the opportunity to assess each candidate's overall physical skills so we don't put the wrong people into a physically demanding job."***

Utilizing state-of-the-art computer software, the PCP completes a comprehensive collection of multiple strength measurements in less than 30 minutes. Test results are available in minutes allowing management quick placement of their newly hired employees. The three page PCP report is able to show whether the driver has the physical strength to safely perform the jobs physical demands. For those employees that do demonstrate the physical skills, the PCP® documents their maximum baseline measurement. These objective measurements then help insure that if an injury does occur, SMX will know their degree of workers compensation liability. The company's employees can be confident, because of the medical data, that they will get rehabilitated or fairly compensated during the process.



SMX is known for reliable and responsive customer service, safe and professional drivers and a driver friendly work environment. With the utilization of the Physical Capacity Profile® Testing System, SMX is again headed in The Right Direction™ as they take the steps necessary to keep employees safe by reducing injuries and the company's workers compensation exposure.

