



A Comprehensive Analysis and Case Study for A Large US Logistics Trucking Company Showing Injury Rates and Injury Costs Comparing IPCS Tested Employees to Employees Not Tested Over a 3-year Period

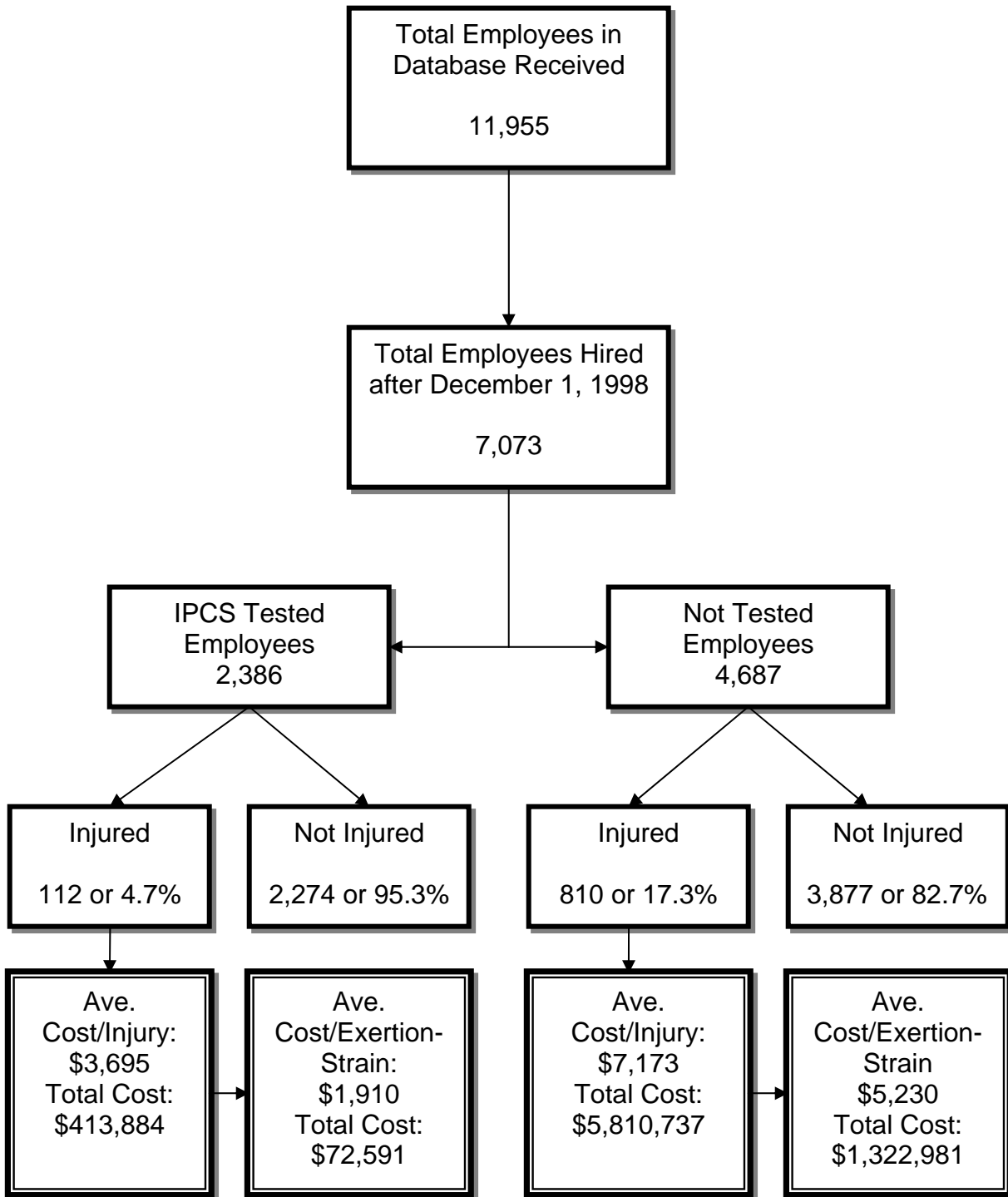
The flow chart on the next page and following graphs depict the differences between those who completed an IPCS test versus those who did not.

Summary Statement:

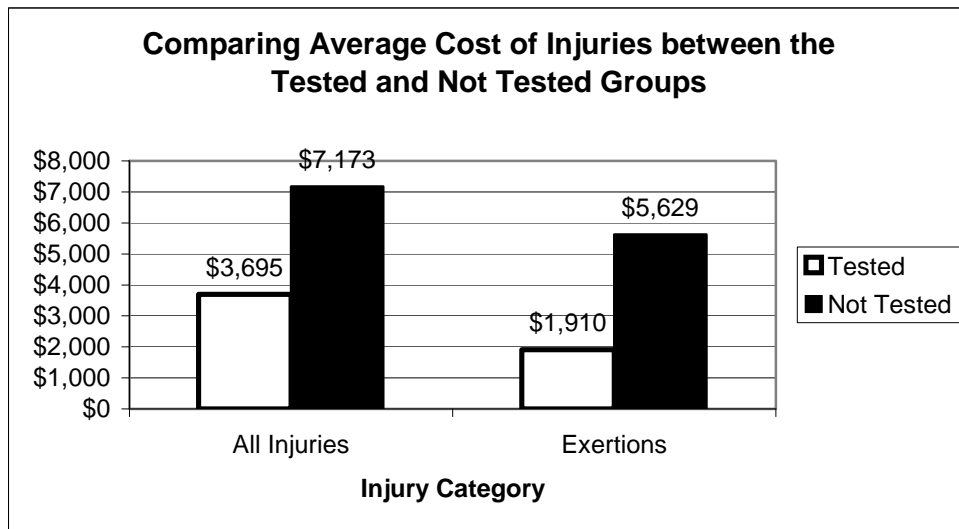
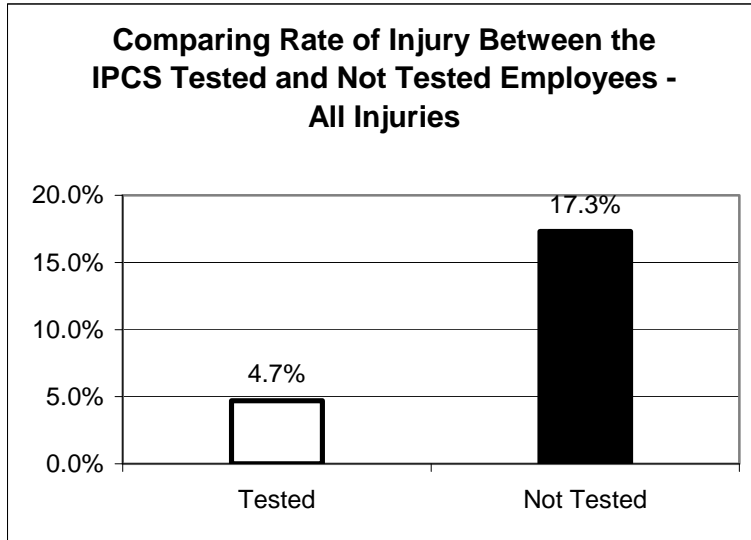
*If there was no physical capability testing program in place at all for those hired after December 1, 1998 through November 30, 2001, the cost of those injured would have been \$8,777,091. If all hires after December 1, 1998 had an IPCS physical capability test, the cost of those injured would have been \$1,228,333. Adding the cost of the testing program for all hired after December 1, 1998, the net savings to this large American logistics trucking company would have been **\$7,018,283** over the three-year period.*

- The flow chart and graphs that follow show that the rate of injury for *all injuries* for the Not Tested group was 3.7 times greater than the IPCS Tested Group.
- The average cost of strain/sprain caused by exertion for the Not Tested group was 2.9 times greater than the IPCS Tested group.
- Data was obtained from two files – an employee file which contained 11,955 individuals and an injury file. The employee file contained only those job classifications involved with the physical capability-testing program.
- Two groups were compared in this analysis. The first group was those individuals tested by the IPCS protocol and hired; and the second group was hired but not tested.
- To insure the comparison between the two groups was equated based on tenure and job classification, only those hired after December 1, 1998 were included in this comparison. This date was used because this is when the IPCS program was implemented. It should be noted that all jobs were similar - driver, driver helpers, warehouse, dockworkers, forklift operators - which also made it possible to compare the sites that used the IPCS program to the sites that did not (Not Tested group).
- All data was tracked for 3-years.

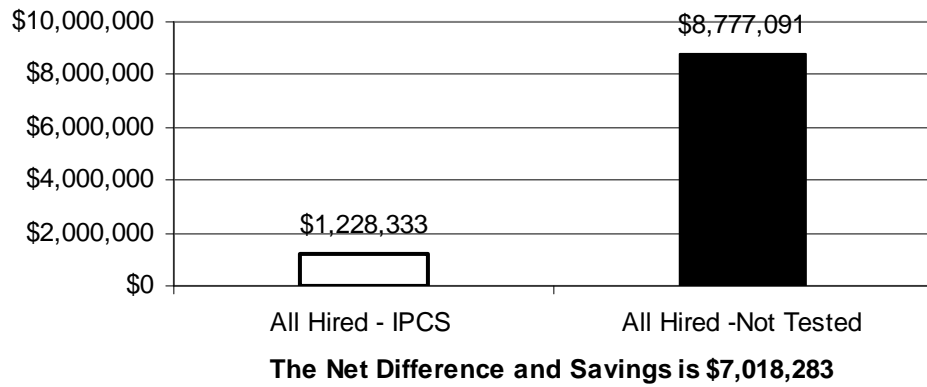
Flow Chart of New Hire/Injury Data Received



Charts Comparing Injury Rates and Costs for the IPCS Tested Group to the Not Tested Group

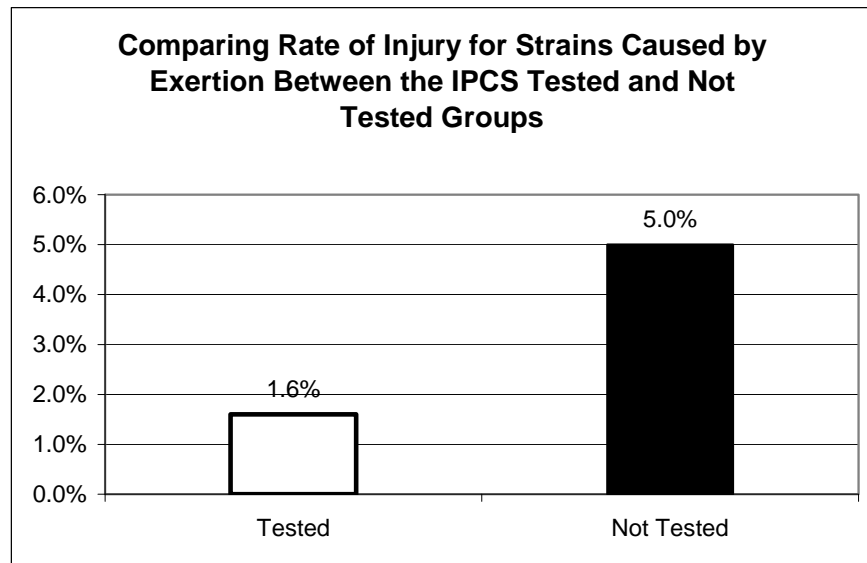


Comparing Projected Total Injury Cost of All Hired with an IPCS vs. All Hired But Not Tested



Analysis of Injuries Specifically Caused by Exertion Resulting in Strains/Sprains

- When comparing the frequency of exertion injuries resulting in strains/sprains, the IPCS Tested group had 3.1 times fewer injuries in comparison to the Not Tested group. The rate of injury for each group is depicted in the following graph.



- To determine the savings generated from the IPCS program in preventing exertion injuries resulting in strains/sprains, the incident rate of injury was multiplied times the total hired times the average cost of injury for each group. The next graph shows that this logistics trucking company with the IPCS program would have had a net savings (minus the cost of the IPCS program) of \$1,635,590 over 3-years if all hired would have had an IPCS test. In other words, the Hired – Not Tested group would have had injury costs 8.6 times greater than the Hired – IPCS tested group.

