

## **SMT CLIENT TESTIMONIALS**

*“Since we started using Scientific Management’s Standard Timing Model to screen candidates the turnover at my plant has decreased by 60%. The process helps us identify the best people and train the best people.”*

Chuck Adam - June 2010

**Cargill Inc.**

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*“I was introduced to SMT’s standard timing model in the early 90’s as a plant maintenance manager and used it as a very effective screening tool for hiring. In subsequent roles as plant manager I brought the tool in not only for hiring but also as a training tool for our TPM programs with great effect. Operators were able to see the interaction of cams, gears, drives and take this learning directly to improving their own maintenance and operation in my factories. We also had great success with your electrical testing module, again for both screening and training. I have used SMT for years and this company has great and proven products, training and techniques.”*

Larry Gibson - July 2010

Plant Manager

**Unilever**

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*“As you know we have been using SMT’s tools at Sonoco to help us make better hiring decisions for over 15 years. I can honestly say, that within that time frame, the overall technical skills of our entire maintenance organization have increased considerably. Here at Sonoco, we made a conscious decision many years ago to hire better-qualified maintenance employees. These tools not only helped us pick the best candidates, but also established a baseline that all candidates must exceed in order to be hired. This hiring process, applied over that many years, has been a huge benefit to Sonoco.*

*Prior to the use of the Standard Timing Model and the Electrical Skills Testing Device, Sonoco's philosophy was to place practically anyone into our maintenance positions. The thought process at the time was we could train anyone to be a good maintenance employee. However, maintenance training can be expensive and the desired results are seldom achieved. Our practice today is to hire better-qualified employees to start with and to minimize the necessary training required. We could not have made this transition without the SMT testing devices we use today."*

Michael Denney - July 2010  
**Sonoco Products Company**

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*"I have to say the use of the products and services offered by Scientific Management Techniques has been critical to Brown-Forman's ability to hire the best candidates with the highest probability of success in our work environment. The best testimony I could offer is that of an experienced manager who was supervising bottling operations at another location on the midnight shift. Due to his shift, he was unaware of the use of the Standard Timing Model in the selection of the line operators that had recently been hired to staff his shift. I received an unsolicited email from him a few weeks after he had begun working with this group asking me what we were doing differently in that the performance of this particular group was well above that of the operators he had witnessed before then. These employees have continued to perform above the norm in their subsequent years at Brown-Forman."*

John R. Willis - July 2010  
**Brown-Forman Corp.**