




A Complete Guide to the Employee MVR Review



If you are new to the world of Motor Vehicle Records (MVRs) or just want more information about what they are and how to get started, we made this guide for you!

■ What is an MVR?

Think of a Motor Vehicle Record (MVR) as a history of someone's life behind the wheel. It includes any previous violations, suspensions, accidents, license changes and points. The report goes back 3 to 7 years depending on the state.

■ How do MVRs help screen employees?

MVRs are part of a general background screening of any employee. This information helps companies make better hiring decisions and predict the probability of any negative driving activity. Ultimately, MVRs helps companies ensure their drivers have valid licenses.

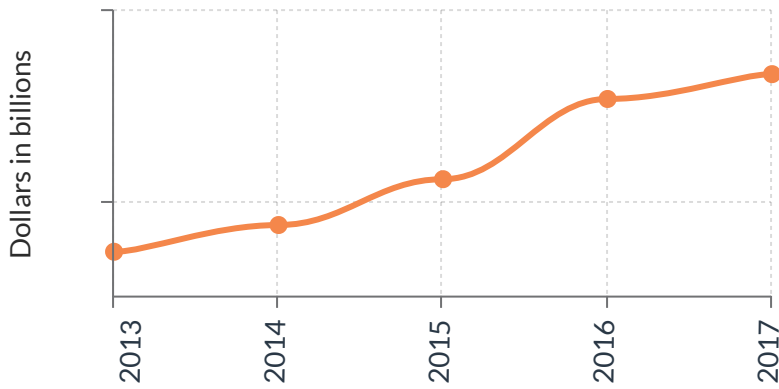
■ Who needs to get their MVR checked?

MVRs should be pulled for anyone with driving privileges in your organization. These include CDL drivers, company drivers and even employees using personal vehicles such as: sales reps, managers, assistants etc. New hires and seasonal drivers should also have their MVRs checked.

■ Why review MVRs?

Accident rates and vehicle insurance costs are on the rise.

Vehicle Crash Cost to Employers



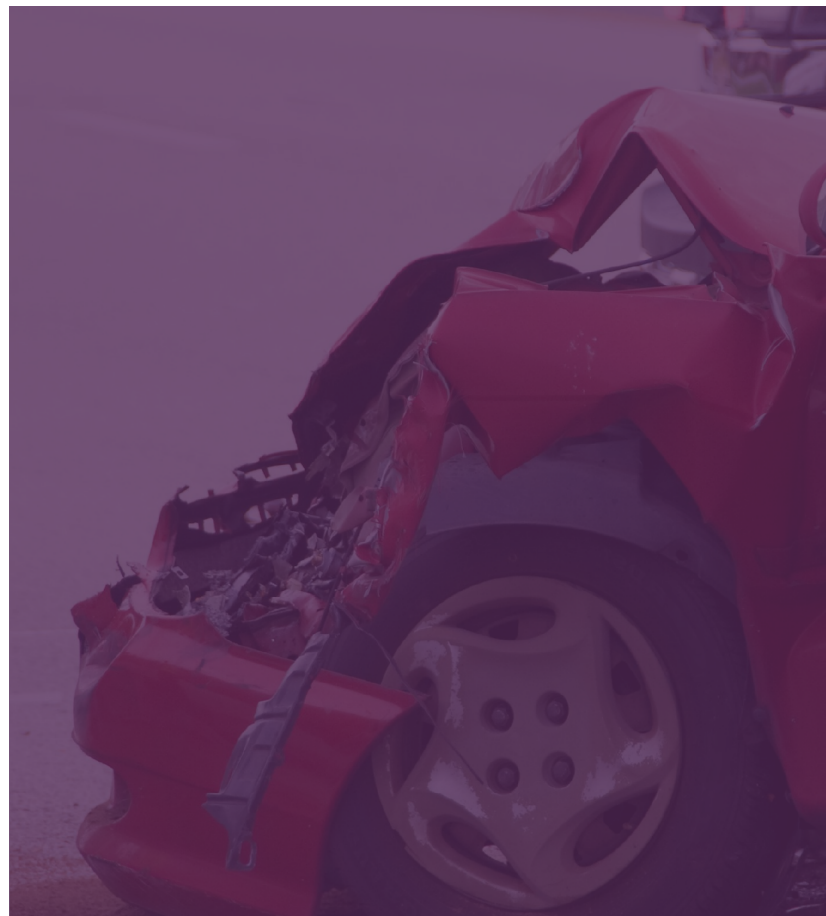
Source: Motus - Driver Safety Risk Report 2018

The number of motor vehicle accidents remains at record high levels with 40% being work-related costing employers \$56.7 billion in medical expenses, litigation costs, loss production, and insurance rates.

■ How often should companies pull driving records?

Failing to pull updated MVR data continuously is not only dangerous but could prove to be costly for your business. A person's MVR is a snapshot of their driving history. This means they provide only the data available at the time the report was ordered.

There's a strong correlation between drivers with multiple violations and their involvement in future vehicle accidents. The more MVR pulls, the better-equipped companies will be to decide who should not be assigned driving duties.



■ Before ordering MVRs

Complying with the FCRA and CPRA

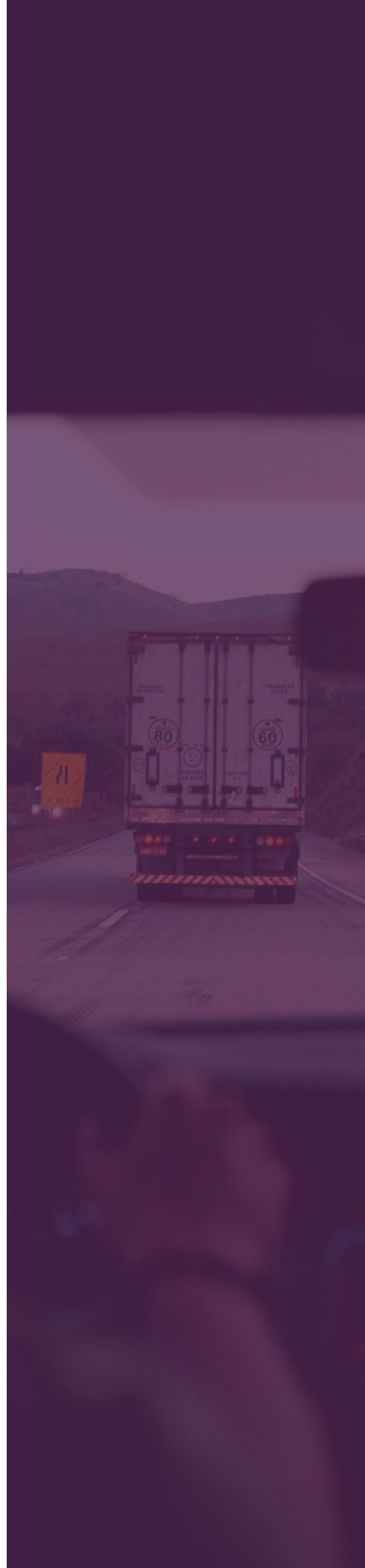
Motor Vehicle Records are considered Consumer Reports and are regulated by the Fair Credit Reporting Act. As an employer, you may use consumer reports when you hire new employees and when you evaluate employees for promotion, reassignment, and retention.

Please note that before ordering an MVR, employers must provide a written authorization notifying the individual that a report may be used. An MVR release form will also be required before ordering a driving record.

■ How to order your employees' MVRs?

1. Create a free [account](#) or log into your existing account.
2. Gather your drivers' license information (full name, DOB, and license number).
3. Have your employees sign the driver release form and upload it to our system.
4. Check your email to review your MVR order.

*For MVR Fees check [here](#) or for questions on how to create an account watch this [video](#).



■ How to read an MVR?

MVR Online offers standardized driving records to help simplify the driver review process. Please note this is a sample MVR, the information provided on each record varies by state.

State MVR - 3 YR										2021-03-03
LICENSEE NAME/ADDRESS					REPORT PREPARED FOR					
Full Name					EMBARK SAFETY LLC					
					11869 High Tech Avenue					
					Orlando, FL 32817					
LICENSE NUMBER	D.O.B.	SEX	HGT	WGT	EYES	HAIR	RACE	SOC.SEC	DONOR	
CLASS	ORIG. ISSUED		ISSUED		EXPIRES		LIC TYPE			
							PERSONAL			
STATUS	RESTRICTIONS		ENDORSEMENTS							
VALID										
REINST DATE	PRIOR STATE	PRIOR DL#	PRIOR DL STATUS		C.D.L.ISSUED		C.D.L.STATUS			
SECONDARY LIC.	NON-RESIDENT MILITARY		OTHER STATE LIC.		OTHER STATE		POINTS			
							2			

Accidents(1)

Accident

IssueDate: 2021-01-03
 Description: *** ACCIDENT ***
 EventType: ACCIDENT

Location

Location: SUMMIT
 Docket: None

Violations(1)

Violation

IssueDate: 2020-10-03
 ConvictionDate: 2020-11-03
 EventType: VIOLATION

Incident

ACDCODE: D29
 Description: VIOLATION OF RESTRICTION
 Points: 2
 IncidentNum: 0

1. The first section of the MVR contains the driver's information. These include driver license number, state, class, status, and expiration date.

2. The second section shows any accidents, violations, or license status changes. It also includes the issue date, conviction date, and points. Many states provide ACD Codes to help indicate what type of violation is on the driver's record. [Click here](#) to view more information about ACD Codes.

■ How to read an MVR?

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Suspensions(1)	
Suspension	
EventType:	SUSPENSION
StartDate:	2020-08-01
IssueDate:	2020-08-01
Location	
State:	OH
Docket:	None
Incident	
ACDCCode:	D56
Description:	LICENSE FORFEITURE
IncidentNum:	0
Miscellaneous:	STATUS: SUSPENDED OFFENSE DATE: 8/1/2020

3 FRInfo(1)	
FRInfo	
FRFileDate:	2020-03-06
FRTermDate:	2024-04-26
FRDescription:	PROOF OF FINANCIAL RESPONSIBILITY

4 LicenseInfos	
LicenseInfo	
Class:	C
ClassDescription:	None
LicenseType:	PERSONAL
LicenseStatus:	VALID
DateIssued:	2019-06-03
Expiration:	2024-10-14

3. The third section contains any financial responsibility such as unpaid tickets, failure to pay child support, or lack of insurance renewal.

4. The last section of the MVR will show the license information. These often include the license type, class description, status and expiration date. If the driver holds a commercial license, you will often see the medical certificate information above the license information.



■ MVR monitoring technology can automate the MVR review.

Don't wait for the annual re-run or an accident to find out your drivers were not qualified to drive. MVR Monitoring technology checks employee records on a continuous basis and alerts organizations as new incidents, violations, and license status occur.

Employees are also automatically color scored based on their risk level. No more manually reviewing MVRs!

Want to learn more? [Book a free demo](#) today!

**For questions about MVRs or MVR
Monitoring technology
contact us**

at info@mvronline.com or call us at
(844)-368-6877