

PRE-EMPLOYMENT SCREENING

# Hiring Safe Drivers



According to the National Highway and Transportation Safety Administration (NHTSA), each year there's an average of 400,000 accidents involving commercial trucks.

Performing the right background checks not only guarantees FMCSA and DOT requirement compliance, but will reduce your exposure to risky drivers representing your business. Before hiring new drivers, make sure your candidates pass some of the following basic screening checks:

- **Criminal Record Check**  
Looks for any felony and misdemeanor, criminal convictions, alcohol and drug substance abuse, registered sex offenders, between others.
- **Motor Vehicle Records (MVRs)**  
Provides information on a candidate's driving history including violations, DUIs, license suspensions and revocations.
- **Drug and Alcohol Screening**  
The FMCSA Clearinghouse screens CDL drivers and provide employers a record of drug and alcohol violations.
- **CDLIS Record**  
Ensures drivers are not holding multiple CLDs. Also provides employers with a list of previous CDL licenses to then pull their MVRs.
- **Medical and Physical Exam**  
A DOT physical exam verifies that a candidate does not suffer from any medical condition that would prevent them from safely operating a commercial vehicle.
- **PSP Report**  
Combined with MVRs, PSP reports give employers a complete picture of an applicant's driving history. Reports include data on crash history and roadside inspections.
- **Past Employment Verification**  
Informs employers whether a job application was truthful in their application with respect to their job experience.
- **Road Driving Test**  
Verifies the drivers has passed an official road test and maintains their certificates in their official driver qualification files.