

A photograph of a middle-aged man with a grey beard and mustache, wearing a red and black plaid shirt, driving a truck. He is looking out the window with a slight smile. The interior of the truck is visible, including the steering wheel and dashboard. The background shows a bright, sunny day outside the truck's window.

HIRE RIGHT[®]

eBook

Driver Risk Management Solutions for Employers

Introduction

When employees drive as part of their job—whether operating commercial trucks or driving in non-CDL positions, keeping drivers and the public safe is a top priority. And while the trust and confidence you have in an individual driver and their competence in their job is crucial, trust alone is not enough.

Driver risk management is the exercise of monitoring and then mitigating an assortment of risks associated with professional drivers and fleets. The goal of driver risk management is to identify risk trends, ensure compliance, potentially reduce costs, and promote road safety for everyone.

A business adopting a strong driver risk management (DRM) program can transform reactive fleet safety practices into proactive, data-driven programs; helping prevent issues before they happen rather than just responding to them after the fact. Implementing a DRM program means pulling in a variety of tools and solutions that fit your business and risk mitigating goals. This can include integrated pre-employment screening, continuous monitoring, analytics, training, and more.

With HireRight and SambaSafety's partnership, customers have access to a suite of background screening products, driver risk management tools, and a library of resources for employers and drivers. Customers can choose from flexible subscription packages to customize their driver risk management solution, helping build confidence in managing risk behind the wheel.

In this eBook we will cover the importance of a driver risk management program, what this new era of risk management involves, and core components of a powerful driver risk management solution. Plus, we answer some commonly asked questions to help you understand the importance of safe, compliant, and efficient fleet operations.



Navigating Today's Trucking Landscape with HireRight's Transportation Support

The current state of the trucking industry includes a mixed bag of staffing challenges, rising costs, and insurance pressures for employers. The [2025 HireRight Benchmark Report](#) found 54% of U.S. transportation survey respondents cited employee retention as their top talent management challenge of the year.

With retention being a pain point, there's an emphasis on employee development within the transportation industry. Retaining experienced drivers that are well trained is ideal, since automotive accidents are the leading cause of work-related deaths, accounting for [36.8%](#) of all occupational fatalities in 2023, according to the U.S. Bureau of Labor Statistics.

These real consequences for poor driving and ill-trained drivers also can be seen in the increase in premiums and other costly business factors. According to the National Council on Compensation Insurance, the average motor vehicle collision workers' compensation claim costs over \$100,000. The risk can be found in newer employees and a lack of training resources and monitoring. In fact, as of 2024, about [40%](#) of workers' compensation claims come from employees with less than a year of tenure.

Unlock Safer Fleets Through Continuous, Insight-Driven Monitoring

With the commitment to workforce growth, enhancing background screening programs beyond regulatory requirements and streamlining processes with continuous monitoring is necessary. Continuous monitoring for a fleet of drivers moves beyond just annual reviews and into more regular checks that produce digestible insights that decision makers can confidently rely on.

Having the ability to identify risk trends and make proactive interventions helps mitigate driver risk. According to SambaSafety, within three years of implementing ongoing monitoring, the proportion of collisions resulting in injury or fatality falls from [17% to 13.5%](#) as of 2025, even with a steady annual increase in driver count.

Why a Strong Driver Risk Management Program Matters

Managing driver risk isn't about checking a box; it's about reducing risk and building a safer more reliable fleet. A robust DRM program can have far-reaching effects on safety, finance, compliance, and even business reputation.

A thoughtful approach to driver risk management can:

➤ Help Protect Safety and Reduce Liability

Effective DRM can help minimize crashes, traffic violations, and claims, directly reducing the risk of injury and liability. By proactively identifying and addressing risky driving behaviors, organizations protect their employees, their communities, and their bottom line.

➤ Safeguard Brand Reputation and Customer Trust

Every incident on the road can impact how customers perceive your company. A strong risk management program signals that safety and responsibility are core values, reinforcing trust with clients and partners.

➤ Financial Benefits

Unmanaged driver risk can be costly. Crashes, downtime, turnover, and insurance claims all add up. DRM helps reduce these expenses while also lowering insurance premiums and limiting litigation exposure, improving overall operational efficiency.

➤ Pursue Compliance and Avoid Regulatory Consequences

Non-compliance with safety regulations can result in fines, sanctions, and even operational shutdowns. A comprehensive DRM program helps fleets stay ahead of regulatory requirements, keeping operations smooth and compliant.

➤ Increase Driver Retention and Engagement

Drivers may be more likely to stay with employers who prioritize safety and fair risk management. Programs that track, support, and reward safe driving not only reduce incidents but also increase engagement and retention across the workforce.



Why Traditional Approaches to Driver Risk Management Are No Longer Enough

Driver safety and risk management aren't to be taken lightly, and failing to establish a complete picture of your program can leave expensive blind spots. Choosing to only review motor vehicle records (MVR), implement continuous MVR monitoring, or just tracking telematics data is a traditional but outdated approach.

Instead, this new era of risk management calls for a more holistic approach that involves layers of these different strategies at once. This way, those blind spots can be minimized. Here's a quick breakdown of each traditional strategy:



Motor vehicle record reviews

Obtain and review an individual driver's historical record from the DMV to compare against set company standards. This is a traditional method and foundational pillar of risk assessment.



Continuous MVR monitoring

Receive notifications for current driver's road violations, license status changes, and other reportable incidents to proactively monitor risk.



Telematics

Track vehicle location and movement, receive motor issue notifications, and monitor driver behavior on the road with in-vehicle electronic devices.

While siloed, these risk management strategies can be useful, but it is not enough to make confident, risk-related decisions. For example, an MVR might miss in-vehicle behavior patterns. Telematics can't detect license suspensions. CSA scores don't capture non-regulated driver risk. Comprehensive protection requires comprehensive visibility.

Together, however, these diverse methods can offer invaluable insights and data around your company's drivers to better identify vulnerabilities and manage that risk. Having this holistic approach can increase visibility into your company's risk management program, and in turn can save time and money spent on soiled, and outdated efforts.

Why Traditional Approaches to Driver Risk Management Are No Longer Enough (continued)

Comprehensive Coverage Across All Driver Types

While commercial carriers face specific FMCSA requirements, driver risk extends across all employee populations who operate vehicles for work—from sales representatives and service technicians to delivery drivers.

Non-regulated drivers can present their own unique challenges. With no mandatory annual MVR review requirements, this can create longer blind spots and a higher likelihood of personal vehicle use, connected to job duties, with unclear liability boundaries. Additionally, with less structured safety training and oversight programs, these drivers are often excluded from traditional fleet management systems despite representing significant organizational risk.

Organizations with mixed workforces can benefit from applying some of the same proactive monitoring principles to both regulated and non-regulated drivers, where available. A single violation by a non-commercial driver can still result in costly claims, reputation damage, and litigation exposure.

With SambaSafety's flexible monitoring solutions, employers can extend continuous MVR monitoring, risk scoring, and training to any employee who drives as part of their job duties—regardless of vehicle type or regulatory status.



Core Components of a Driver Risk Management Solution

HireRight has partnered with SambaSafety to offer a comprehensive suite of driver risk management solutions.

Driver License Monitoring

Driver license monitoring is the ongoing review of new driving violations, DUI/DWI convictions, invalid licenses, and approaching license or medical certification expirations, where available. Relying on just self-reports from employees or MVR reviews to identify a citation or offense isn't enough. Relying solely on employee notifications or annual motor vehicle record (MVR) reviews to learn about a citation or license revocation may be risky, so driver license monitoring can be an additional safeguard.

Getting started is easy. Once your drivers' information is uploaded into the driver monitoring system, each driver's record is automatically monitored, and alerts are sent for license status changes and violations. Each MVR is assigned a point value (standard or custom options available) based on the reported license statuses and violations. Based on the score, you can easily identify high, medium, and low risk drivers which allows you to regularly evaluate individual driver performance data to consistently enforce company policy across multiple states.

With these alerts sent directly to you, the visibility around potential risks associated with a driver can be improved. Having this information on hand, and reviewed more frequently than the annual MVR, can help organizations be proactive in addressing potential risks.

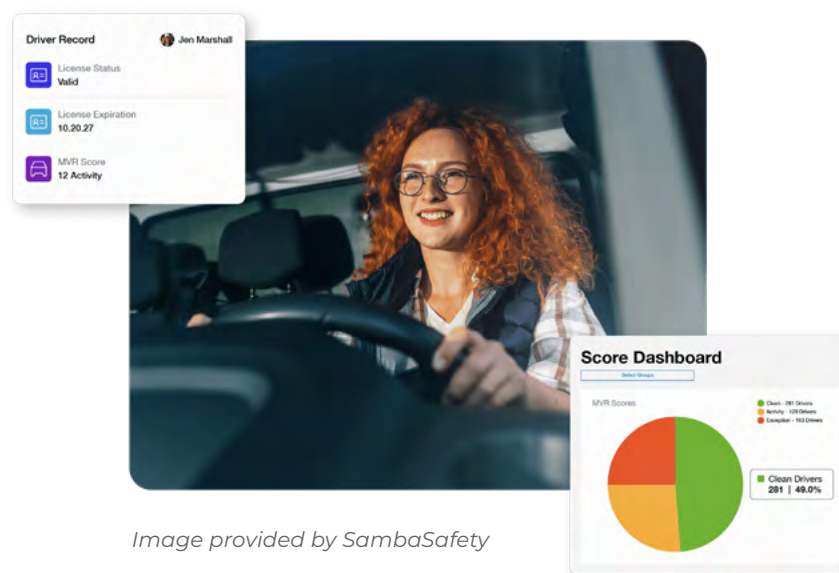


Image provided by SambaSafety

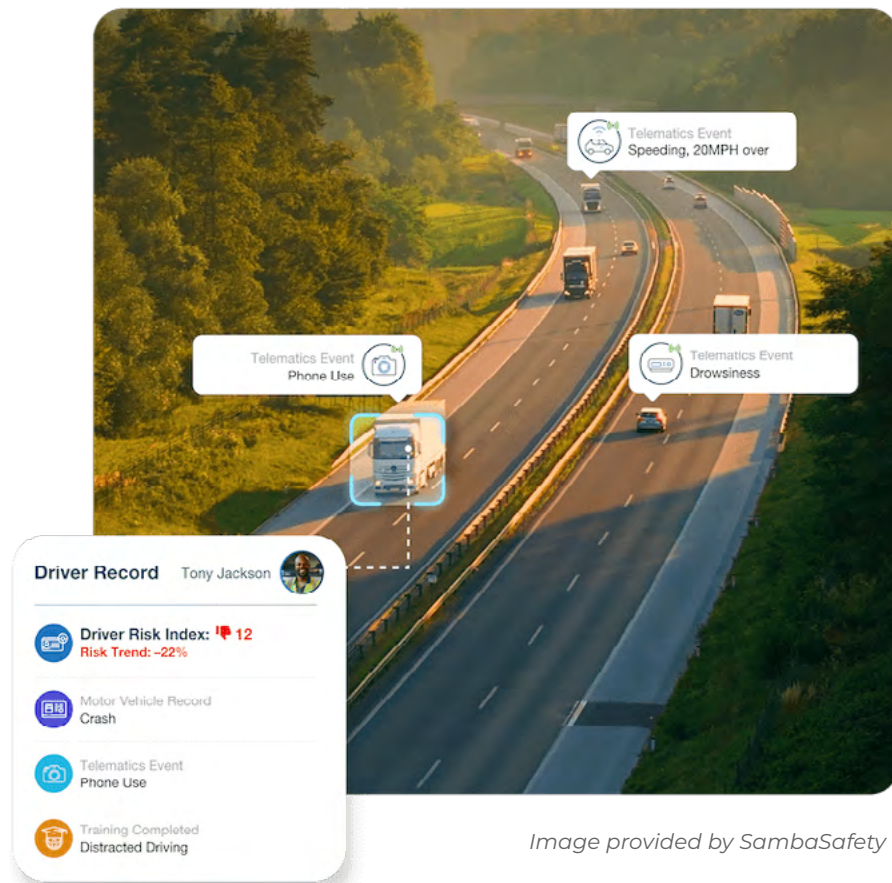
Core Components of a Driver Risk Management Solution (continued)

Telematics Data Aggregation

Telematics data is a combination of telecommunication and informatics sourced from devices installed into fleet vehicles. The devices can track data like location, speed, harsh braking, and distracted driving to help organizations monitor their fleet and driver safety. Telematics data aggregation means bringing multiple telematics sources into one centralized view for organizations to easily identify unsafe behaviors, risk trends, and then make strategic decisions with complete visibility.

Telematics platforms can integrate data from dozens of connected device types, ranging from OBD-II plug-in devices, black boxes, electronic logging devices (ELDs), GPS trackers, and cameras. For instance, if one driver triggers multiple harsh braking alerts across different routes while others on the same routes don't, this could indicate a driver's behavior issue rather than a road condition. Users can then set custom thresholds that match your company's tolerance levels. Alerts can be configurable, for example, labeling risk events such as hard braking, harsh braking, or extreme braking. Harmonizing this otherwise scattered data can help provide a 360-degree view of driver actions and incidents.

Centralizing this telematic data, plus your drivers' MVR and Compliance, Safety and Accountability (CSA) data, can help reduce time spent in siloed areas and make these critical insights more digestible for timely decision making.



Core Components of a Driver Risk Management Solution (continued)

CSA Score Monitoring

Compliance, Safety, and Accountability (CSA) scores are public safety metrics assigned to organizations by the Federal Motor Carrier Safety Administration (FMCSA). Based on a 0-100 percentile scale, the score summarizes a driver's actions and data based on roadside inspections and crashes, collected over a 24-month window. Strong CSA performance—demonstrated through low percentile scores across BASIC categories—helps organizations demonstrate their safety commitment to insurance carriers, at times resulting in more competitive premiums and reduced likelihood of FMCSA intervention.

Organizations cannot control their CSA score directly, but you can proactively review, and manage, incidents that might impact the score. The FMCSA ranks motor carriers on a monthly basis against Behavioral Analysis and Safety Improvement Categories (BASICS). The BASICS include unsafe driving, crash indicators, hours-of-service compliance-vehicle maintenance, driver fitness, and more. Users can observe these key indicators that contribute to the CSA score, such as driver details reviewing information from crashes, violations, and inspections. While there is no set minimum score defined by the FMSCA, contributing to a “good” CSA score can directly impact your insurance premiums, reduce DOT audits and roadside inspection, and help retain great drivers.

Having access to these valuable insights through CSA score monitoring can help identify driving trends, spot time-sensitive compliance issues, and promote further transparency around drive safety. And all of this is made available in real time with email notifications.



Image provided by SambaSafety

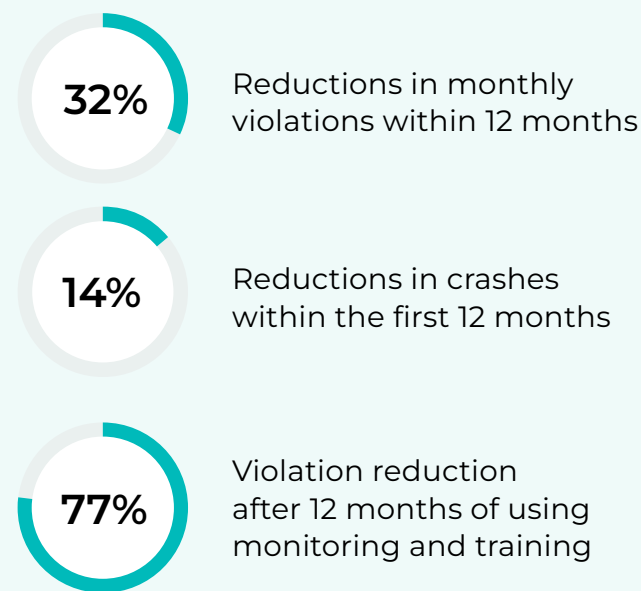
Core Components of a Driver Risk Management Solution (continued)

Driver Training and Education

Driver training and education allow for ongoing support for drivers through online courses. With a suite of courses available, organizations can use driver insights and other risk factors to direct individuals to specific and applicable training courses. SambaSafety's 400+ course library offers curriculums for all drivers and vehicle types. Course topics include general safety training, defensive driving skills, post-incident refresher courses, and regulatory training for heavy-duty trucks in your fleet.

Employers can assign, monitor, and track driver training from one dashboard. With built-in recommendations based on specific violations for alerts, users can initiate training for a single driver, a group, or all drivers. This offers complete visibility with easy-to-understand progress trackers. Adopting a targeted, corrective, and continuous training program can work as a proactive tool in risk mitigation.

Impact of Monitoring and Training



Statistics provided by SambaSafety

Core Components of a Driver Risk Management Solution (continued)

Advanced Analytics

Advanced analytics enhance driver license monitoring programs by providing deeper insights into overall risk through expanded data and performance metrics. The addition of advanced analytics can include activity monitoring of camera violations, coaching sessions, crash and claim data, employee self-reports, third-party reports, and more.

Advanced analytics enable organizations to build customized, driver-specific risk index scores that deliver a clearer picture of risk. By combining data across all driver monitoring tools, users can apply weighted positive or negative point values to key analytics. Flexible point ranges and color-coded classifications—such as red, yellow, and green—allow teams to easily segment drivers and prioritize intervention.

Advanced analytics transform reporting into actionable insight—revealing individual driver risk, surfacing fleet-wide patterns, and strengthening overall risk management strategy.

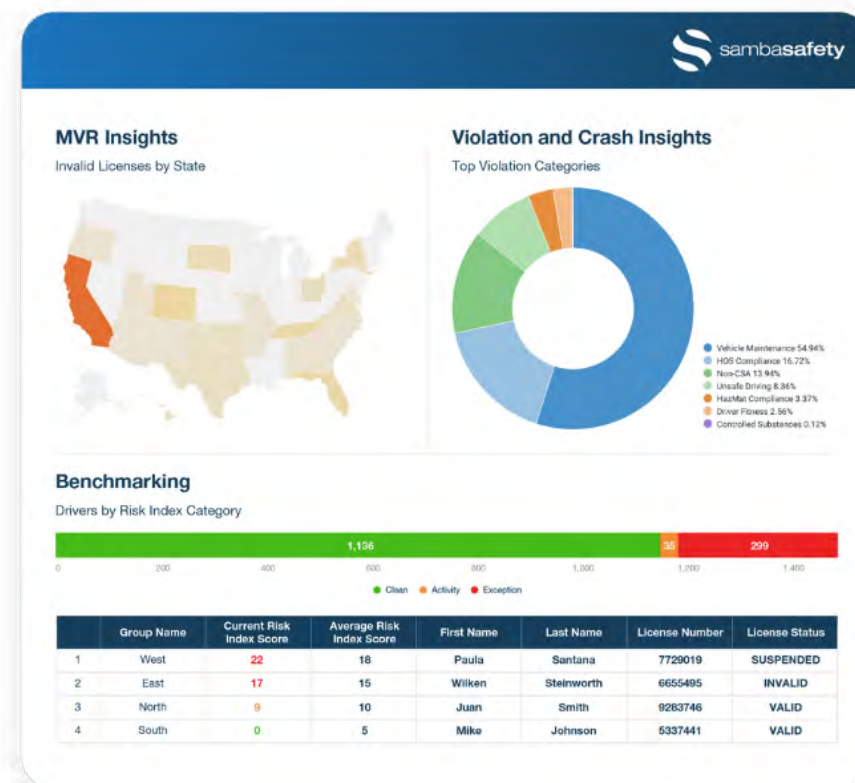


Image provided by SambaSafety

The Power of Partnership: HireRight + SambaSafety

HireRight's partnership with SambaSafety offers employers access to a full suite of driver risk management solutions. This includes solutions like driver license monitoring, CSA monitoring, telematics aggregation, and online driver training courses. This way, organizations can receive automated alerts, quickly identify top violations or drivers, and stay ahead of their driver's eligibility.

With the flexible end-to-end capabilities of SambaSafety plus the screening services provided by HireRight, businesses can better evaluate and mitigate driving risk, influence insurance costs, reduce crashes, and support efficient safety programs.

According to SambaSafety, organizations that implement their Driver Risk and Activity Monitoring experience on average a 35% reduction in monthly violations within the first 12 months of implementation.

As of 2025, with 40+ years of experience supporting the transportation industry, and 38,000 customers worldwide and 7,000 DOT-regulated customers, HireRight's background Screening Services provide solutions and packages to help aid employers in managing their organization's safety, compliance, and risk management.

By bringing together the collection and analysis of diverse driver data sources, organizations gain clearer visibility into emerging risks, trend movement, and opportunities for proactive intervention. This partnership simplifies driver data management while enabling more informed, confident decision-making.



Frequently Asked Questions (FAQs)

➤ How can driver monitoring reduce crashes and unsafe behaviors?

Driver monitoring can help reduce crashes and unsafe behaviors by allowing employers to identify unsafe trends by certain drivers. Taking that information into account, managers can then intervene with additional support and training, to help reduce incidents before they happen. Additionally, when drivers know their behaviors on the road are being monitored, they typically strive for safer driving practices.

➤ How does driver monitoring work?

On the day a driver is enrolled in your driver monitoring program, a baseline MVR is automatically requested to establish a history of each driver's record. Subsequent monitoring activities will be compared against this baseline to identify any developments.

When a potentially negative change is detected, the service will order the driver's full MVR, with summaries of all recent driver activity. Then SambaSafety's proprietary driver scoring system helps you easily identify high, medium, and low risk drivers and allows you to regularly evaluate individual driver performance data to consistently enforce company policies across multiple states.

Organizations can receive relevant MVR information in the form of alerts and reports, which can help reduce risk and support compliance with state and federal regulations, reducing the manual and administrative burden.

Color-coded charts enable decision makers to identify potentially "at-risk" drivers based on license status and reported violations, helping influence proactive measures to improve fleet performance.

➤ Do I need to monitor non-CDL drivers?

No, but it might be advantageous since any employee who drives as part of their main job function represents liability for your organization. Non-CDL drivers can cause the same costly accidents, litigation, and reputation damage as commercial drivers. Continuous monitoring helps identify license suspensions, violations, or risky patterns before they result in incidents, protecting your organization regardless of vehicle type or CDL status.

➤ What violations can monitoring potentially catch?

Driver monitoring can help catch a variety of violations that drivers can commit including moving violations, CDL suspensions, revocations or expirations, DUI/DWI convictions, accident and collisions, safety violations, expired medical certificates, and medical certificate downgrades, where available.

Frequently Asked Questions (FAQs) (continued)

➤ How is monitoring different from an annual MVR Check?

Annual MVRs only give a point-in-time snapshot. Monitoring alerts you to changes as they occur, helping prevent unqualified drivers from operating and reducing audit risk.

➤ Can continuous driver record monitoring supplement the annual MVR?

According to FMCSA, motor carriers are to review the MVR of commercial drivers at least once every 12 months. In some states, continuous license monitoring may satisfy FMCSA's requirement for annual MVR checks.

Even in the case continuous driver record monitoring does not supplement the annual MVR, continuous monitoring still helps close the gap of the 11 months where a driver's license status may have changed.

➤ Can I track medical card expirations for CDL drivers?

Yes, the monitoring solution tracks DOT medical certificate expirations and sends advance reminders for upcoming renewals.

➤ What is telematics aggregation?

Telematics aggregation pulls data from multiple telematics vendors, ELDs, dashcams, and sensors into a *single, unified platform* so fleets can analyze risk and driver behavior without switching systems.

➤ Will telematics aggregation help identify high-risk drivers sooner?

Yes, it can help detect some high-risk driving patterns early. By centralizing your existing telematics data into a single view with your drivers' MVR and CSA data, you can decrease the time and effort it takes to make sense of critical insights from various systems and gain a more complete image of your company's risk profile.

➤ What types of devices are used for telematics monitoring?

Telematics monitoring is used by normalizing data from up to dozens of electric logging devices (ELDs) and cameras that can be installed in your fleet of vehicles. These devices can trace location plus telematic events such as speeding, harsh braking, or smoking inside a vehicle. This technology reduces manual data aggregation, so you can review contextual information in real time.

Frequently Asked Questions (FAQs) (continued)

➤ Why would I need telematics aggregation if I already have an ELD provider?

The telematic aggregation solution pulls, manages, and then presents data from a variety of ELDs, plus cameras and other devices, onto a single platform. From there, dashboards can be created that track trends and give other insights without having to switch between interfaces.

➤ Can we still use existing ELD and camera devices?

In most cases, yes. Carriers often operate a mixed fleet with different hardware and OEM systems. Aggregation of these different devices eliminates data silos and provides one source of truth across all assets and drivers.

➤ What is CSA monitoring and why do I need it?

CSA (Compliance, Safety, Accountability) monitoring tracks your FMCSA BASIC scores, violations, inspections, and crash data. The implementation of CSA monitoring helps you spot risk trends early and stay ahead of interventions.

➤ Can I see which drivers are contributing the most to my CSA score?

Yes. The CSA monitoring tools help identify patterns by driver, location, shift, or vehicle, so you know exactly where risk might be coming from.

➤ How do I translate CSA data into coaching or training?

Monitoring tools can highlight specific violations and who is responsible for them. Managers and decision makers can use that insight to deploy targeted coaching and training to those who might need it. This can include Hours of Service (HOS) errors, pre-trip issues, distracted driving, etc.

➤ How can CSA monitoring improve my compliance rating?

CSA monitoring can help improve compliance rating by increasing transparency for spotting and coaching problem areas quickly. It can help organizations prioritize high-risk drivers, reduce violations at the roadside, and track corrective action over time.

➤ What are online driver training courses?

Online driver training courses provide interactive, self-paced instruction designed to equip all drivers—regardless of tenure, vehicle type, or skill level—with essential knowledge on topics such as safety, compliance, hours-of-service (HOS), defensive driving, distracted driving, cargo securement, and regulatory updates.

Frequently Asked Questions (FAQs) (continued)

➤ Can drivers access courses on mobile devices?

Drivers receive an email with a link to their interactive training course, which can be completed on any web-enabled device.

➤ How many different courses are offered?

SambaSafety provides a comprehensive training library with over 400 driver safety courses designed for diverse fleet needs. All courses are available in English, with select courses offered in Spanish and French-Canadian to support multilingual driver populations.

➤ Can I assign training or remediation for specific drivers or situations?

Yes, training courses can be assigned directly from an alert or in bulk. The system can even recommend specific courses automatically when a violation or incident occurs.

➤ Can I see which drivers pose the highest risk?

Yes. Dashboards highlight high-risk drivers, repeat offenders, upcoming expirations, and trends that may require coaching.

➤ Can monitoring help lower insurance premiums?

While organizations cannot directly control insurance premiums, implementing risk management strategies can certainly help influence the cost. This is done by using your driver monitoring data to prove a positive trend in safe driving. Also, having a proven track record of decreasing accidents and less violations gives organizations some leverage in finding more cost-friendly coverage.

➤ How do I get started with a driver monitoring program?

There are a few things to consider before diving into a driver monitoring program. This can include insuring there is buy-in from everyone from C-suite team members to fleet managers and drivers. Additionally, there should be an understanding of both federal and state regulations that are applicable to your business. Use this as a foundation to implement a general driver safety policy to hold both new hires and current staff accountable.

➤ Can I pick and choose what components of the Driver Risk Management Solution I want?

Yes. All driver risk management and ongoing monitoring components can be customized. This way, the solution is tailored to your organizations specific needs.

Frequently Asked Questions (FAQs) (continued)

➤ Is driver consent required for driver monitoring?

Yes, the Fair Credit Reporting Act (FCRA) does mandate employers to get written consent to pull MVRs from third parties. Getting written consent also helps promote transparency around consensual data collection. This also offers a safeguard for the employees to ensure they are promptly notified of any findings that might lead to negative consequences or adverse actions.

➤ Is SambaSafety connected with any other Driver Qualification File (DQF) solution providers?

Yes, SambaSafety has a variety of partners and integration capabilities. This does include solutions like BeaconInsight and Avatar Fleet. Other categories include fleet management providers, insurance carriers, insurance brokers, telematics service providers, and workforce management.

Getting Started

Getting started with a comprehensive driver risk management solution is easier than you might think. We're happy to walk you through a **personalized demo**, show how the platform can fit your fleet, and provide **pricing tailored to your size and needs**. Protect your drivers, reduce risk, and simplify compliance—**contact us today** to take the first step toward a safer, more efficient fleet.



Delivering Comprehensive Transportation Solutions

HireRight is a leading global provider of technology-driven workforce risk management and compliance solutions. We provide comprehensive background screening, verification, identification, monitoring, and drug and health screening services for approximately 34,000 customers across the globe. We offer our services via a global platform that tightly integrates into our customers' human capital management systems, enabling highly effective and efficient workflows for workforce hiring, onboarding, and monitoring.

Start the conversation today on proactive driver risk management at www.hireright.com/transportation.

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