



Best practices for evaluating drivers

Understanding motor vehicle records and driver guidelines

Your vehicles represent one of your greatest exposures to property damage, employee injuries, and liability suits. Physical damage to your vehicles and cargo could also lead to significant financial loss. Your employees' experience and driving record are important factors in controlling these types of losses.

Implementing a driver qualification and evaluation program that includes driver prescreening will help you better judge potential hires.

We want to help guide you through the process by sharing our own established minimum guidelines for underwriting consideration.

GENERAL DRIVER GUIDELINES

- Driver must have three or more current years of verifiable over-the-road experience and a valid US CDL
- Driver must be at least 24 years old
- Any driver over 65 must pass annual Department of Transportation physical and eye exams as required by law

UNACCEPTABLE DRIVING RECORDS

Unless prohibited by state law, we determine a driver is unacceptable if he or she has been convicted of any of the following during the past three years—for business or personal use:

- Two at-fault accidents, regardless of payment
- More than four moving violations
- A combination of one at-fault accident and four moving violations
- More than three moving violations in the past 12 months
- Reckless, careless, inattentive, or negligent driving
- Driving under the influence (DUI), driving while intoxicated (DWI), or driving with an open container

- MVR displays person as a sex offender
- Illegal drug possession
- Refusing a drug or alcohol test
- Driving while impaired
- Participating in a racing contest
- Operating after license has been revoked or suspended
- Misrepresentation to avoid arrest
- Misrepresentation to obtain a driver license
- Traffic violation resulting in death
- Leaving the scene of an accident (hit and run)
- Using a vehicle to elude an officer
- Operating without a license
- Using a vehicle in connection with a felony
- Violating a speed limit by 15 mph or more
- Operating a vehicle while using a cell phone
- Other serious violations



As a motor carrier, you're required to review every employed driver's Motor Vehicle Record (MVR) at least once per year.¹ We offer preferred pricing for MVRs and other employment-related reports through Intellicorp (www.intellicorp.net/marketing/branding/sentry/default.aspx). MVRs are also available through your state driver licensing agency.

In addition to creating your own driver evaluation standards, you should also take advantage of the pre-employment screening program (PSP) through the Federal Motor Carrier Safety Administration (FMCSA). With consent from the prospective driver, you can get a report containing five years' crash data and three years' inspection data. These provide greater insight into the driver's over-the-road performance.

FMCSA determined companies using PSP, on average, lowered their crash rates by eight percent and driver out-of-service rates by 17 percent. For more details on enrolling in PSP, go to www.psp.fmcsa.dot.gov/psp.

Finding safe and reliable drivers is important—especially when you consider the damage a poor new hire may cause to your business's loss record, reputation, and Compliance Safety Accountability (CSA) and Safety Measurement System (SMS) scores. Unfortunately, terminating that individual won't undo the above damage.

That's why we've created these best standards for evaluating drivers, and why we emphasize driver safety. We believe avoiding risky drivers is a better strategy than spending time and money recovering from their mistakes.

If you have questions about driver guidelines, your Sentry safety consultant is happy to help you.

¹ See fmcsa.dot.gov for details.