

Driver Management Essentials – ASSP, San Diego Chapter (March 9, 2021)

Presented by Bob Holmes, Sr. Transportation Specialist

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Objectives

- Statistics related to Auto
- Potential Exposures - Marginal Hiring Practices
- Driver screening and selection - Best Practices

Driver Screening and Selection



APPLICATION FOR EMPLOYMENT

COMPANY NAME: _____ STREET ADDRESS: _____
 CITY: _____ STATE: _____ ZIP CODE: _____
 NAME: _____ (First) _____ (Middle) _____ (Last)
 ADDRESS: _____ (Street) _____ (City) _____ (State & Zip code) _____ HOW LONG? _____
 DATE OF BIRTH: _____ SOCIAL SECURITY NUMBER: _____
 ADDRESS FOR THE PAST THREE YEARS:
 _____ (Street) _____ (City) _____ (State & Zip code) _____ HOW LONG? _____
 _____ (Street) _____ (City) _____ (State & Zip code) _____ HOW LONG? _____
 (ATTACH SHEET IF ADDITIONAL SPACE IS REQUIRED)

DRIVER EXPERIENCE AND QUALIFICATIONS

DRIVER LICENSE	STATE	LICENSE NO.	TYPE	EXPIRATION DATE

DRIVING EXPERIENCE

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TRUCK, ETC.)	DATE FROM	DATE TO	APPROX. NO. OF MILES (TOTAL)
STRAIGHT TRUCK				
TRACTOR AND TRAILER				
SEMI-TRAILER				
TRACTOR TWO TRAILERS				
OTHER				

ACCIDENT RECORD FOR PAST 3 YEARS OR MORE (ATTACH SHEET IF MORE SPACE IS NEEDED)

DATES	NATURE OF ACCIDENT (HEAD-ON, REAR-END, U-TURN, ETC.)	FATALITIES	INJURIES
LAST ACCIDENT			
NEXT PREVIOUS			

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS)

LOCATIONS	DATE	CHARGE	PENALTY

(ATTACH SHEET IF ADDITIONAL SPACE IS NEEDED)

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? Yes ☐ No ☐
 B. Has any license, permit or privilege ever been suspended or revoked? Yes ☐ No ☐
 IF THE ANSWER TO EITHER A OR B IS YES, ATTACH A STATEMENT GIVING DETAILS

Page 1 of 1

DRIVER'S LICENSE REPORT

Most Used: ☐ Online ☐ Bill Code: ☐
 Fee Type: ☐ Standard ☐ License: ☐
 Address: ☐ Phone: ☐
 City: ☐

Sex: MALE Weight: 180 lbs. DOB: 07/08/1977 Age: 38
 Eyes: BROWN Height: 7'00" Exp Date: 08/13/2024
 Hair: BLK

Agree to Use for: ☐ For Internal Use ☐ For External Use ☐

Violations/Convictions

DATE	TYPE	DESCRIPTION	POINTS	STATUS
07/08/2017	000000	NO VIOLATIONS	0	ACTIVE

Inspections/Inspections

DATE	TYPE	DESCRIPTION	STATUS
07/08/2017	000000	NO INSPECTIONS	ACTIVE

License and Permit Information

License	PERMIT	Issue	Expire	Status
000000	000000	07/08/2017	08/13/2024	VALID

Microfilm State Data

PROOF CODE IS: ☐ PROOF REQUIRED. RESTRICTION ACTION: (OR IF UNLAC/REF)
 IF PROOF ELIGIBILITY YEARS IS 10-15 YEARS AND TERMINATES 08/13/2024
 IF TYPE: BRAD COVERAGE PROOF OFF FILE

CONFIDENTIAL INFORMATION: TO BE USED AS PER STATE AND FEDERAL LAWS.
 MISUSE MAY RESULT IN A CRIMINAL PROSECUTION

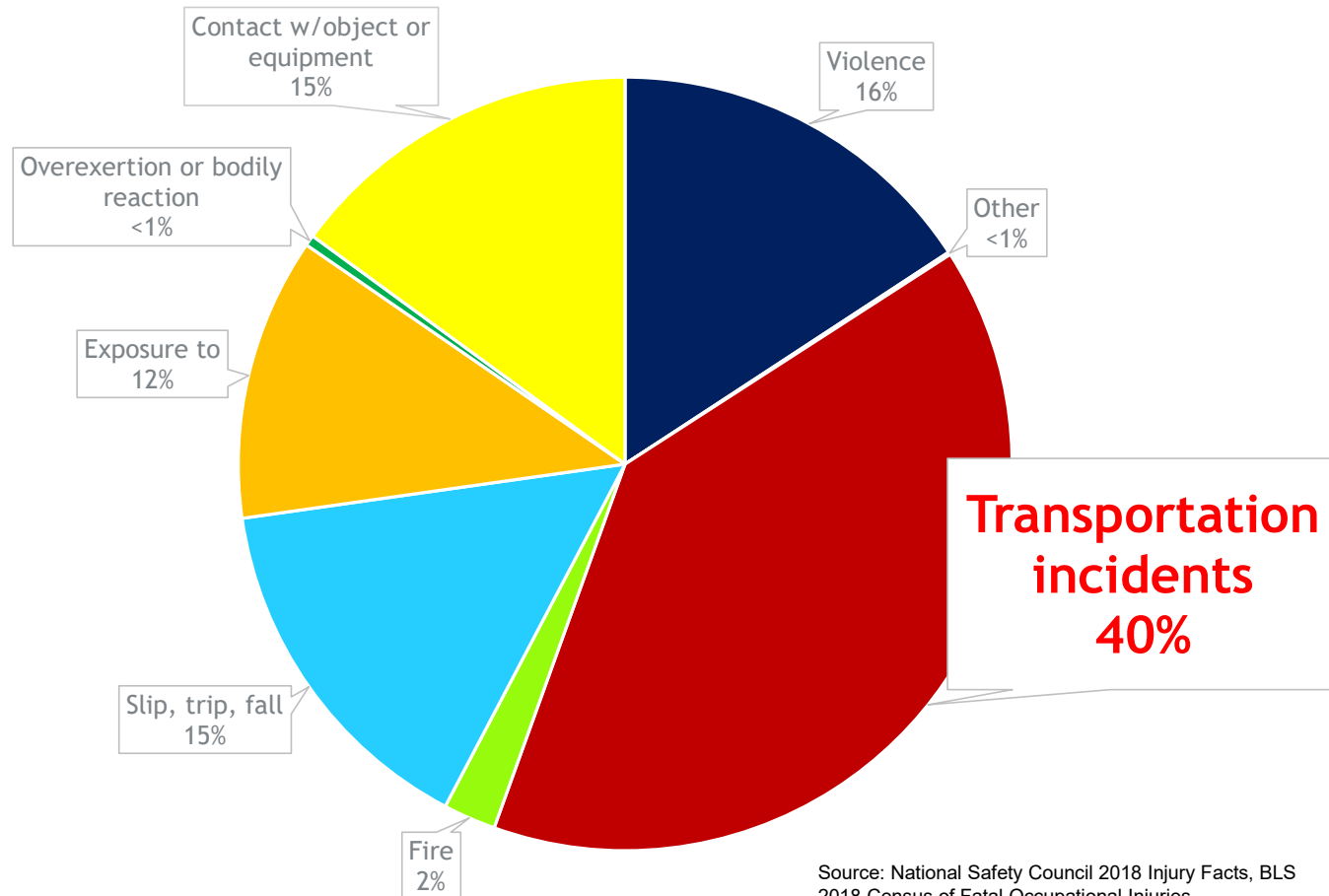
Then and Now



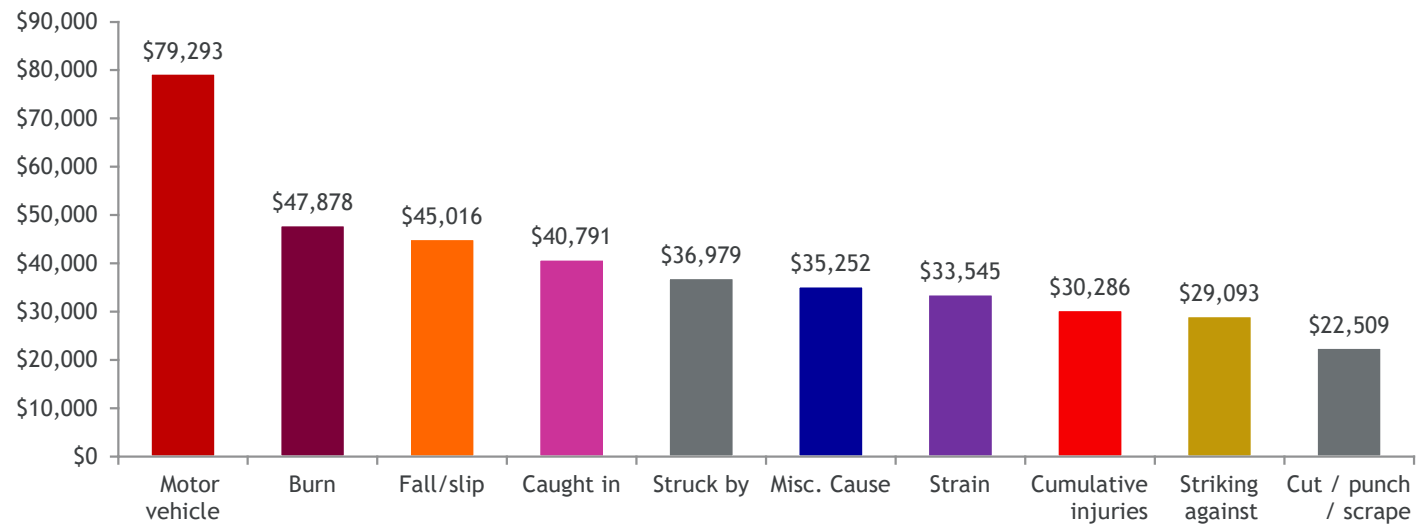
The Numbers



The Leading Cause of Work-Related Fatalities



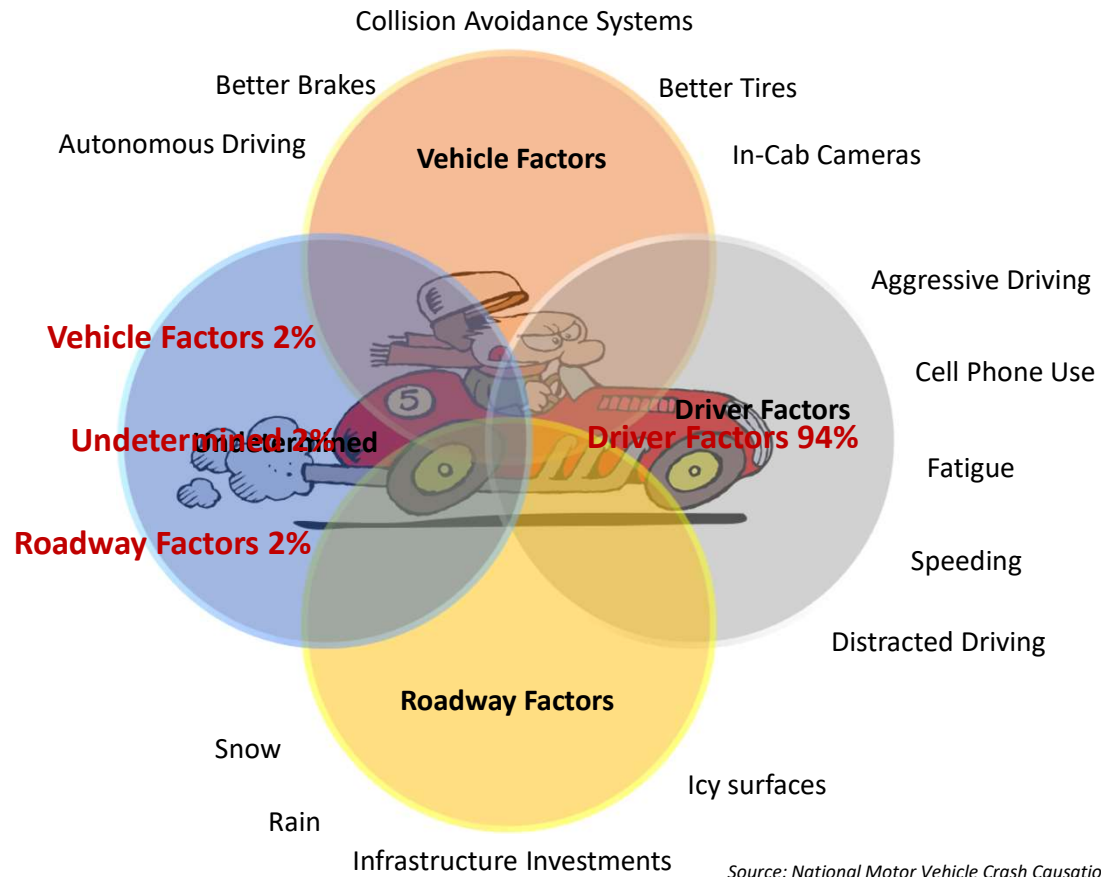
The Costliest Work-Related Injury Claim



Source: National Safety Council, 2018 Injury Facts



Driver, Roadway, or Vehicle?



Source: National Motor Vehicle Crash Causation Survey,
National Highway Traffic Safety Administration, 2018



Driver Screening Process



Liability Exposures

Theories under which a company can be held liable to a third party for harm caused by its employees:

- Negligent Hiring
- Negligent Entrustment
- Respondeat Superior



Theory of Negligent Hiring

“The failure to use reasonable care in the employee selection process, resulting in harm caused to others.”

Generally found when:

- Employee that caused injury had a record showing employee’s inclination to abuse the kind of authority given by the employer
- Record would have been easily discoverable by employer, had a thorough search been conducted



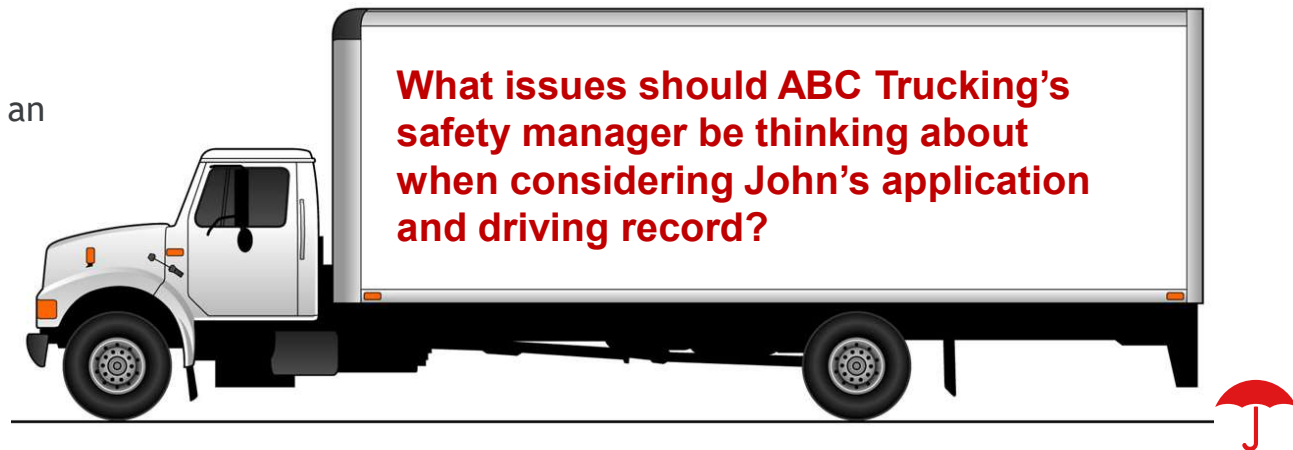
Theory of Negligent Hiring Scenario

ABC Trucking has a new customer that wants the company to haul 10-15 loads per week, from Omaha to the southeast. ABC Trucking estimates it will need 6-8 new drivers

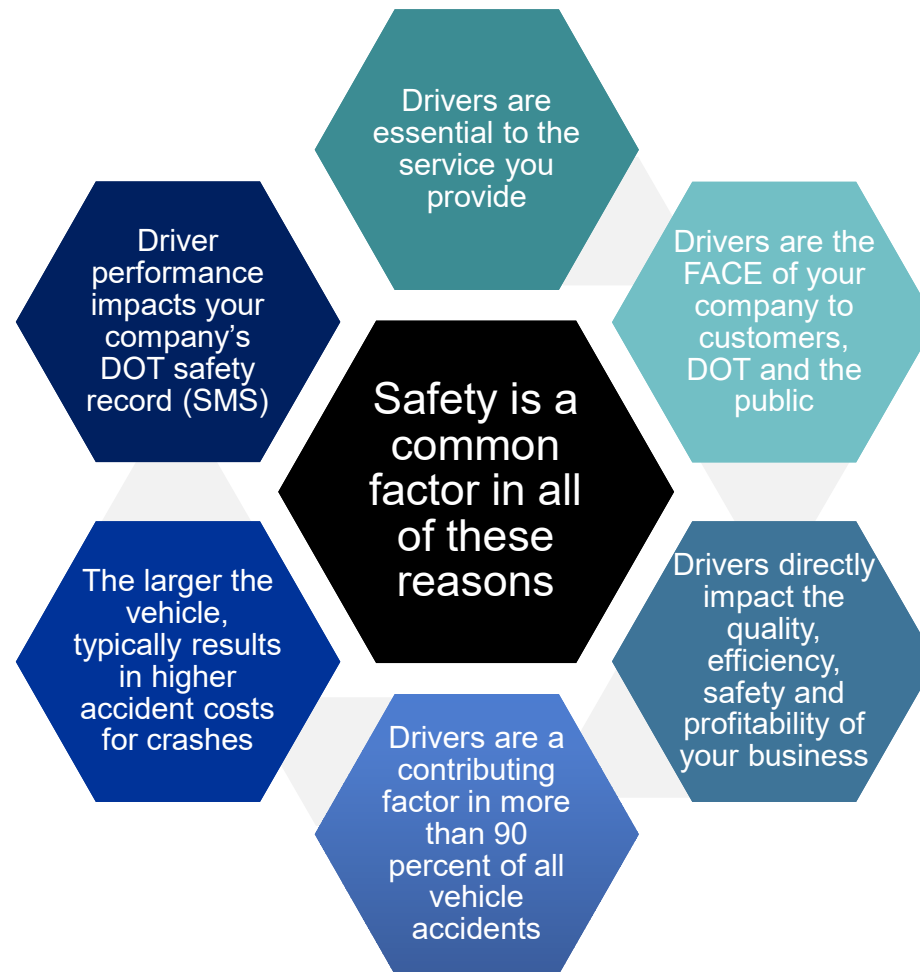
John replies to the company's online ad for experienced truck drivers.

John has 10 year's driving experience and the following record over the last 5 years:

- 3 speeding tickets (one for 15 mph over posted limit)
- 1 accident
- 4 employers during the past 3 years
- 1 conviction for fleeing the scene of an accident



Why Driver Screening and Selection is Important



Formal Hiring Qualifications

- Identify the traits of your safest drivers
 - Knowledge, skills, personality, work history, etc.
- Establish formal minimum driver hiring standards
 - Experience
 - Driving record
 - Safety record
 - Specific licensing requirements
- Consult with legal counsel to ensure compliance with labor laws and employment practices



Driving Skills Evaluation (Road Test)

- Always road test, prior to offer for hire
- Ensure adequate length and variety of driving situations
- Be consistent, using the same course, always
- Look for signs of risk taking behavior
- Keep documentation
- Provide targeted training, addressing recognized unwanted behaviors



Employment Application - (Review)

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APPLICATION FOR EMPLOYMENT

COMPANY ABC Trucking STREET ADDRESS 123 Elm Ave
CITY, STATE AND ZIP CODE Anytown, USA, 12345
NAME Joe Black
(FIRST) (MIDDLE) (Maiden Name, if any) (LAST)
ADDRESS 456 Spaced Out Way, Other Town, CA 95000 HOW LONG? 4 Mo.
(STREET) (CITY) (STATE & ZIP CODE)
DATE OF BIRTH 11/21/2000 SOCIAL SECURITY NO. 123-45-6789 HIRE DATE 07/06/2017
TELEPHONE NUMBER (916)555-1212 E-MAIL ADDRESS myemail@email.com

PREVIOUS THREE YEARS RESIDENCY

121 My Way, Whatever, OK 84000 # YEARS 5 Mo.
(STREET) (CITY) (STATE & ZIP CODE)
845 Any Way, Cowtown, TX 56789 # YEARS 1 Yr.
(STREET) (CITY) (STATE & ZIP CODE)
??????? # YEARS ????
(STREET) (CITY) (STATE & ZIP CODE)

(ATTACH SHEET IF MORE SPACE IS NEEDED)



Employment Application - (Review)

LICENSE INFORMATION

Section 383.21 FMCSR states "No person who operates a commercial motor vehicle shall at any time have more than one driver's license". I certify that I do not have more than one motor vehicle license, the information for which is listed below.

STATE	LICENSE NO.	TYPE	EXPIRATION DATE
California	N9876543	Class A	09/12/2017

DRIVING EXPERIENCE

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TANK, FLAT, ETC.)	DATES FROM TO	APPROX. NO. OF MILES (TOTAL)
STRAIGHT TRUCK	Bobtail	09/14 to 05/15	8,000
TRACTOR AND SEMI-TRAILER	Flatbed	12/15 to 04/16	100,000
TRACTOR - TWO TRAILERS			
OTHER			



Employment Application - (Review)

ACCIDENT RECORD FOR PAST 3 YEARS OR MORE (ATTACH SHEET IF MORE SPACE IS NEEDED)

DATES	NATURE OF ACCIDENT (HEAD-ON, REAR-END, UPSET, ETC.)	NUMBER FATALITIES	NUMBER INJURIES	CHEMICAL SPILLS
04/2016	Fender Bender		Three	NO
				YES NO
				YES NO

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS)

DATE CONVICTED (month/year)	VIOLATION	STATE OF VIOLATION LOCATION	PENALTY (forfeited bond, collateral and/or points)
01/2016	Minor Speed	California	4 Points
04/2016	Other	Nevada	\$5,200

(ATTACH SHEET IF MORE SPACE IS NEEDED)

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES ____ NO ☒

If yes, explain _____

B. Has any license, permit or privilege ever been suspended or revoked? YES ☐ NO ☐

If yes, explain _____



Employment Application - (Review)

ACCIDENT RECORD FOR PAST 3 YEARS OR MORE (ATTACH SHEET IF MORE SPACE IS NEEDED)

DATES	NATURE OF ACCIDENT (HEAD-ON, REAR-END, UPSET, ETC.)	NUMBER FATALITIES	NUMBER INJURIES	CHEMICAL SPILLS	
	???????			YES	NO
	<i>"Check with DMV"</i>			YES	NO
				YES	NO

If none,
write "**NONE**"

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS)

DATE CONVICTED (month/year)	VIOLATION	STATE OF VIOLATION LOCATION	PENALTY (forfeited bond, collateral and/or points)
	None		

These are all
RED FLAGS
that should be
considered!

(ATTACH SHEET IF MORE SPACE IS NEEDED)

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? YES ____ NO **X**

If yes, explain _____

B. Has any license, permit or privilege ever been suspended or revoked? YES **X** NO ____

If yes, explain _____



Employment Application

EMPLOYMENT RECORD
(ATTACH SHEET IF MORE SPACE IS NEEDED)

Applicants that desire to drive in intrastate/interstate commerce must provide the following information on all employers during the previous three years. You must give the same information for all employers you have driven a commercial motor vehicle for the seven years prior to the initial three years (total of ten years employment record).

Must list the complete mailing address: street number and name, city, state and zip code.

LAST EMPLOYER: NAME XYZ Trucking

ADDRESS 111 Walnut, Anytown CA PHONE _____

POSITION HELD Driver FROM 12/15 TO 04/16 SALARY \$150,000

REASONS FOR LEAVING Personal

ANY GAPS IN EMPLOYMENT AND/OR UNEMPLOYMENT MUST BE EXPLAINED. INCLUDE DATES (MONTH/YEAR) AND REASON.

Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Yes ☒ No ☐

Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substances testing requirements as required by 49 CFR Part 40? Yes ☒ No ☐

SECOND LAST EMPLOYER: NAME By Far the Best Trucking Company

ADDRESS 333 High Mtn Road, County, OK PHONE See White Pages

POSITION HELD Driver/Warehouse FROM 01/15 TO 05/15 SALARY \$12.50 hr.

REASONS FOR LEAVING Better Opportunity

ANY GAPS IN EMPLOYMENT AND/OR UNEMPLOYMENT MUST BE EXPLAINED. INCLUDE DATES (MONTH/YEAR) AND REASON. No work available.

Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Yes ☐ No ☒

Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substances testing requirements as required by 49 CFR Part 40? Yes ☐ No ☒

THIRD LAST EMPLOYER: NAME Always on Time

ADDRESS 555 Wide Open Spaces, Hill TX PHONE _____

POSITION HELD OTR Driver/Forklift FROM 2013 TO 2014 SALARY \$10.00 hr.

REASONS FOR LEAVING Management had bad attitude

ANY GAPS IN EMPLOYMENT AND/OR UNEMPLOYMENT MUST BE EXPLAINED. INCLUDE DATES (MONTH/YEAR) AND REASON.

Were you subject to the Federal Motor Carrier Safety Regulations (FMCSRs) while employed by the previous employer? Yes ☒ No ☐

Was the previous job position designated as a safety sensitive function in any DOT regulated mode, subject to alcohol and controlled substances testing requirements as required by 49 CFR Part 40? Yes ☐ No ☒



Employment Application - (Review)

TO BE READ AND SIGNED BY APPLICANT

I authorize you to make sure investigations and inquiries to my personal, employment, financial or medical history and other related matters as may be necessary in arriving at an employment decision. (Generally, inquiries regarding medical history will be made only if and after a conditional offer of employment has been extended.) I hereby release employers, schools, health care providers and other persons from all liability in responding to inquiries and releasing information in connection with my application.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the Company.

*I understand that information I provide regarding current and/or previous employers may be used, and those employer(s) will be contacted, for the purpose of investigating my safety performance history as required by 49 CFR 391.23(d) and (e). I understand that I have the right to:

- Review information provided by current/previous employers;
- Have errors in the information corrected by previous employers and for those previous employers to re-send the corrected information to the prospective employer; and
- Have a rebuttal statement attached to the alleged erroneous information, if the previous employer(s) and I cannot agree on the accuracy of the information.*

07/04/2017

DATE

Joe Black

APPLICANT'S SIGNATURE

This certifies that I completed this application, and that all entries on it and information in it are true and complete to the best of my knowledge.

DATE

APPLICANT'S SIGNATURE

Note: A motor carrier may require an applicant to provide information in addition to the information required by the Federal Motor Carrier Safety Regulations.



Example:

Based on a review of one driver qualification file for a driver involved in a TRAV account's largest loss to date, the following was noted:

- Driver held four jobs in the past 2.5 years, eight jobs in the past 5.5 years, and 20 jobs in the past 14 years.
- Unexplained gaps of employment between 10 of the 20 employers.
- No information presented related to previous accidents or moving violations (DOT requirement.)
- Reasons for leaving previous employers noted the following:
 - "Need a change" – (4 employers)
 - "Personal" – (2 employers)
 - Left blank (2 employers)
 - Other – (remainder)
- One week after being hired, in June 2016, this driver was subsequently involved in a Loss of Control (fell asleep) accident, striking a bridge. He was subsequently terminated.



Applications

Best Practices

- Accurate previous employer contact information
- Specifics about types of vehicles operated and miles driven
- Dates of employment, including months
- Details related to gaps in employment
- Reasons for leaving previous employers
- Driving history

Additional Considerations:

- If multiple positions held, verify the amount of actual driving
- Have applicant complete the application on-site

DRIVER'S ROAD TEST EXAMINATION

LAST NAME: _____ FIRST NAME: _____ MI: _____ (ATTACH NAME # ATTACHMENT)

EMPLOYMENT RECORD
(Attach sheet if additional space is needed)
NOTE: include the employment history for at least a 3 year period preceding this application that includes the current employer.
Must list the complete mailing address: street number and name, city, state and zip code:

APPLICATION FOR EMPLOYMENT

COMPANY NAME: _____ STREET ADDRESS: _____
CITY: _____ STATE: _____ ZIP CODE: _____
NAME: _____ (First) _____ (Middle) _____ (Maiden Name, if any) _____ (Last) _____
ADDRESS: _____ (Street) _____ (City) _____ (State & Zip code) _____ (How Long?) _____
DATE OF BIRTH: _____ SOCIAL SECURITY NUMBER: _____
ADDRESS FOR THE PAST THREE YEARS:
(Street) _____ (City) _____ (State & Zip code) _____ (How Long?) _____
(Street) _____ (City) _____ (State & Zip code) _____ (How Long?) _____
(ATTACH SHEET IF ADDITIONAL SPACE IS REQUIRED)

DRIVER EXPERIENCE AND QUALIFICATIONS

DRIVER LICENSE	STATE	LICENSE NO.	TYPE	EXPIRATION DATE

DRIVING EXPERIENCE

CLASS OF EQUIPMENT	TYPE OF EQUIPMENT (VAN, TRUCK, FLAT, ETC.)	DATE FROM	DATE TO	APPROX. MILES (TOTAL)
STRAIGHT TRUCK				
TRACTOR AND SEMI-TRAILER				
TRACTOR-TWO TRAILERS				
OTHER				

ACCIDENT RECORD FOR PAST 3 YEARS OR MORE (ATTACH SHEET IF MORE SPACE IS NEEDED)

DATES	NAUSE OF ACCIDENT (HEAD-ON, REAR-END, UPSIDE, ETC.)	FATALITIES	INJURIES
LAST ACCIDENT			
NEXT PREVIOUS			
NEXT PREVIOUS			

TRAFFIC CONVICTIONS AND FORFEITURES FOR THE PAST 3 YEARS (OTHER THAN PARKING VIOLATIONS)

LOCATIONS	DATE	CHARGE	PENALTY

(ATTACH SHEET IF ADDITIONAL SPACE IS NECESSARY)

A. Have you ever been denied a license, permit or privilege to operate a motor vehicle? Yes ___ No ___
B. Has any license, permit or privilege ever been suspended or revoked? Yes ___ No ___
IF THE ANSWER TO EITHER A OR B IS YES, ATTACH A STATEMENT GIVING DETAILS



Motor Vehicle Records (MVRs)



Who Are Your Drivers?



Anyone working on behalf of your organization who drives a company-owned vehicle, a rented vehicle or a personal vehicle.



Motor Vehicle Records - Why Do You Need Them?

The past is the best predictor of the future



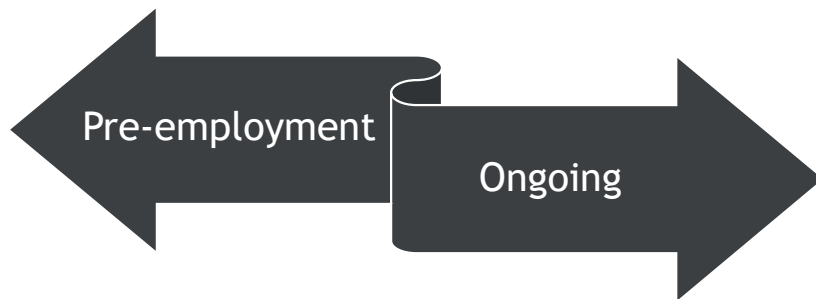
A record of moving violations and accidents has been linked to an increased crash risk



Poor driving history may pose an increased risk for your organization



Motor Vehicle Records - When Do You Get Them?



Motor Vehicle Records

State DMV

Push/Pull

Third Party

DRIVER'S LICENSE REPORT

Page 1 of 1

Host Used: Online

Rec Type: STANDARD

Bill Code:

Reference:

License:

Name:

Address:

City, St:

Sex: MALE

Weight: 185 lbs.

DOB:

Age: 28

Eyes: BROWN

Height: 5'09"

Iss Date: 07/08/2015

Exp Date: 06/12/2020

Hair: BLACK

Approx. Year Lic. First Issued: 2007

STATUS: SEE BELOW

Violations/Convictions

Failures To Appear

Accidents

TYPE	VIOL	CONV	ACD	AVD	VIC	DESCRIPTION	C	LOCATION	TICKET	PLATE	AT FAULT	PT
ARS	11/14/2014	12/07/2015	B26	DB09	146013	DRV SUSPREVK-OTHER REASON	N	WEST COVINA	300187			2
ARS	03/11/2017	11/13/2017	B74	DE03	16028A	FAIL TO SHOW EVIDENCE OF FR	N	WEST COVINA	*WC3399	60105E2		1
			M15	MA15	22450A	STOP SIGN-FAILURE TO STOP AT LIMIT	N					
			D45	UE07	40508A	FAILURE TO APPEAR	N					

Suspensions/Revocations

ACTIONS	ORD/DATE	EFF/DATE	CLEAR/DATE	END/DATE	CODE	AVD	DESCRIPTION
SUSPENSION	07/27/2018	08/26/2018		09/25/2018	966	CB08	EXCESSIVE BLOOD ALCOHOL
RESTRICTION	10/02/2018	09/25/2018			940	CB08	EXCESSIVE BLOOD ALCOHOL LVL

License and Permit Information

License: PERSONAL

Issue: 07/08/2015

Expire: 06/12/2020

Status: VALID

Class: C

NON-COMMERCIAL

Restriction: TO/FROM DURING EMPLOYMENT AND TO/FROM TREATMENT PROG

License: IDENTIFICATION

Issue: 08/03/2018

Expire: 06/12/2024

Status: VALID

Class:

REGULAR

Miscellaneous State Data

PROOF CODE H - PROOF REQUIRED, RESTRICTION ACTION (SR1P UNACCEPT)

FR PROOF ELIGIBILITY STARTS 09/25/2018 AND TERMINATES 09/25/2021

SR TYPE: BROAD COVERAGE PROOF ON FILE

CONFIDENTIAL INFORMATION - TO BE USED AS PER STATE AND FEDERAL LAWS.

MISUSE MAY RESULT IN A CRIMINAL PROSECUTION



Violations

MAJOR violations generally include:

- Leaving the scene of an accident
- Driving under the influence of drugs or alcohol
- Excessive speed (>20 mph over the posted speed)
- Reckless, negligent or careless driving
- Felony, homicide or manslaughter involving the use of a motor vehicle
- License suspension or revocation resulting from accidents or moving violations

MINOR violations generally include:

- Speeding (<20 mph over the posted speed)
- Failure to obey sign
- Failure to yield
- Illegal turn

NON-MOVING violations generally include:

- Parking tickets
- Motor vehicle equipment violations
- Failure to have a valid operator's license available where one actually exists

(Non-moving violations are typically not included when evaluating MVRs)



Case Study

You are interviewing for a new manager. You are going to fill this position internally and have three candidates for consideration. This position oversees 100 people, located in multiple sites throughout the region. As daily travel between sites is expected, this employee will be provided with a company vehicle.

Review the available information along with Motor Vehicle Records (MVRs) and discuss which you believe to be the best candidate for the position and why.

MATTHEW SMITH

Tenure: 7 years

Current Position: 3 years in a supervisory role

Education: Recent MBA

Age: 30

Qualities: Good performance reviews, eager for the role, provides a new perspective on managerial role

JOHN RIVERS

Tenure: 15 years

Current Position: 8 years in multiple supervisory roles with increasing responsibilities throughout that time

Education: Bachelor's degree - Business

Age: 43

Qualities: Excellent performance reviews, suggested for the role by VP

JESSICA JONES

Tenure: 8 years

Current Position: 5 years in supervisory role

Education: Bachelor's degree - Fine Arts

Age: 36

Qualities: Good performance reviews, has been taking on some internal managerial responsibilities as your company looks for new manager



Case Study

MATTHEW SMITH

Tenure: 7 years

Current Position: 3 years in a supervisory role

Education: Recent MBA

Age: 30

Qualities: Good performance reviews, eager for the role, provides a new perspective on managerial role

MVR Report for Matthew Smith

SMITH, MATTHEW
123 ELM STREET, ANYTOWN USA

Record Date : 06/26/2020

Request Date : 06/27/2020

License : 123456789

Account : 000111222

Social Security : -

Date of Birth: 10/14/1989

Height : -

Weight : -

Eyes : -

Hair : -

Driver License Information

Class	Issued	Expires	Status	Restrictions
C	10/14/18	10/14/23	VALID	NONE

Miscellaneous and State Specific Information

ORDERED AS: 123456789

ORIGINAL ISSUE DATE: 09/06/2005

Driving Record History

Type	Violations/ Suspensions	Conv/Rei	Description	Code	Points
CONV	10/14/2010	04/19/2011	DRIV W/BAC GREATER THAN LEGAL LIMIT	09090	5

Case Study

JESSICA JONES

Tenure: 8 years

Current Position: 5 years in supervisory role

Education: Bachelor's degree - Fine Arts

Age: 36

Qualities: Good performance reviews, has been taking on some internal managerial responsibilities as your company looks for new manager

MVR Report for Jessica Jones

JONES, JESSICA

80 ALLIANCE WAY, ANYTOWN USA

License : 001001001

Account : 987654321

Social Security : -

Date of Birth: 06/22/1984

Record Date : 05/01/2020

Request Date : 05/01/2020

Height : -

Weight : -

Eyes : -

Hair : -

Driver License Information

Class	Issued	Expires	Status	Restrictions
C	06/01/18	06/22/23	VALID	CORRECTIVE LENSES

Miscellaneous and State Specific Information

ORDERED AS: 001001001

ORIGINAL ISSUE DATE: 07/01/2002

Driving Record History

Type	Violations/ Suspensions	Conv/Rei	Description	Code	Points
CONV	01/26/2020	03/19/2020	SPEED IN ZONE 075/055 LOC: CORUSCANT PENALTY: FINE- \$250 COMM VEH: NO HAZMAT: NO	659 FF	4
CONV	08/21/2019	09/17/2019	LITTERING LOC: NEW REPUBLIC PENALTY: FINE- \$50 COMM VEH: NO HAZMAT: NO LITTERING, GENERALLY	5884 S	

Case Study

JOHN RIVERS

Tenure: 15 years

Current Position: 8 years in multiple supervisory roles with increasing responsibilities throughout that time

Education: Bachelor's degree - Business

Age: 43

Qualities: Excellent performance reviews, suggested for the role by VP

MVR Report for John Rivers

RIVERS, JOHN
6504 FALCON WAY, ANYTOWN USA

Record Date : 05/01/2020

Request Date : 05/01/2020

License : 121212121
Account : 321456789
Social Security : -
Date of Birth: 03/25/1977
Gender : -

Height : -
Weight : -
Eyes : -
Hair : -

Driver License Information

Class	Issued	Expires	Status	Restrictions
C	08/02/2018	08/02/2023	VALID	CORRECTIVE LENSES

Miscellaneous and State Specific Information

ORDERED AS: 121212121
ORIGINAL ISSUE DATE: 03/26/93
ACCIDENT PREVENTION COURSE COMPLETED ON: 06/09/2019

Driving Record History

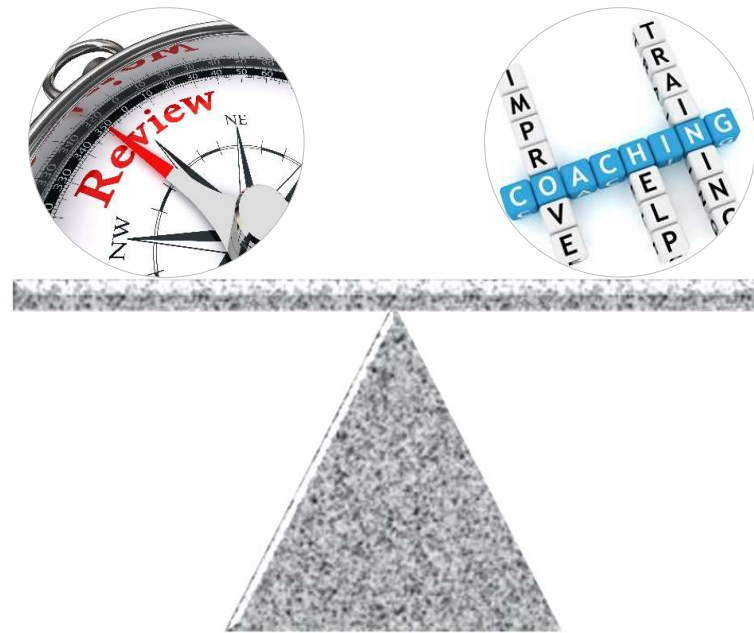
Type	Violations/ Suspensions	Conv/Rei	Description	Code	Points
CONV	05/30/2019	06/05/2019	SPEED IN ZONE 041/025 LOC: CORELLIA PENALTY: FINE- \$200 COMM VEH: NO HAZMAT: NO	659GG	4
CONV	11/13/2018	11/20/2018	OP MV - MOBILE PHONE LOC: CLOUD CITY PENALTY: FINE- \$250 COMM VEH: NO HAZMAT: NO	5044 M	3
ACCI	01/18/2016		PERSONAL INJURY COUNTY: CORELLIA CASE #: 17-052217 POLICE REPORT FILED SPEED 16-20 OVER LIMIT IN A 25 ZONE DROVE IN PROH AREA ILLEGAL CELL/MOBILE PHONE, GENERALLY INJURY ACCIDENT INVOLVEMENT	659 GG 18211A 5049 F 2307144	5

What Can You Do?

Motor vehicle record
(MVR) review

MINOR MOVING VIOLATIONS (Past 3 years)	PREVENTABLE ACCIDENTS (Past 3 years)			
	0	1	2	3+
0	CLEAR	ACCEPTABLE	BORDERLINE	POOR
1	ACCEPTABLE	ACCEPTABLE	BORDERLINE	POOR
2	ACCEPTABLE	BORDERLINE	POOR	POOR
3	BORDERLINE	POOR	POOR	POOR
4+	POOR	POOR	POOR	POOR
ANY MAJOR Violations (Past 5 years)	POOR	POOR	POOR	POOR
THIS IS AN EXAMPLE. YOU SHOULD CUSTOMIZE CONTROLS TO MEET YOUR ORGANIZATION'S NEEDS AND EXPOSURES.				

Motor Vehicle Records



Conclusion

- Establish formal screening and selection procedures
- Adhere to these policies
- Document efforts to screen, select drivers and comply with DOT requirements
- Be diligent and consistent

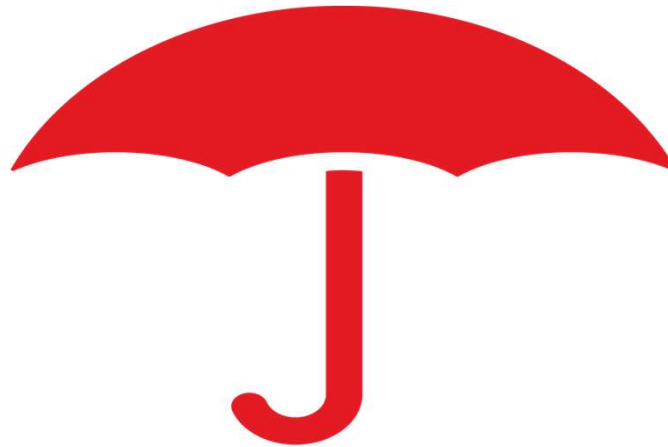


The effort you put into screening and selecting drivers can pay for itself many times over by helping you avoid driver turnover



Thank you!





Thank You

FROM RISK CONTROL

