



COMMERCIAL FLEETS:

How to Hire the Best Drivers for Your Business

The most critical component of any fleet safety program is the quality of the driver behind the wheel of your company's vehicles. Below are some of the best practices that will help your company hire the safest drivers possible.

- Become familiar with state and federal hiring rules.
- Make sure every prospective driver has submitted an Application for Employment.
- Interview each applicant
- Perform a driver's license verification, reference check, and background investigation for each applicant.
- Review all Motor Vehicle Records or Reports (MVR) before you hire a driver and annually for all drivers.

The following criteria are also critical to your driver qualification process:

- Medical Certificate
- Drug/Alcohol Testing
- Road Test
- Evidence of Safety Training
- Written Test (optional)

MVRS: WHY THEY MATTER

Reviewing each driver's Motor Vehicle Record (MVR) is the most essential part of your driver qualification process because it's your best indication of how a prospective driver will represent your company on the road. A driver with three or more violations, at-fault accidents, or both in the last three years is more likely to be involved in an accident than drivers with no violations or accidents. Consider developing a standard that every driver's MVR should meet in order to qualify to drive one of your vehicles.

A good rule of thumb is to obtain a prospective driver's MVR and look back five years. Be sure to ask the applicant to sign a statement giving your company permission to obtain their MVR.

Your local, independent agent is here to answer any questions you have about developing a driver qualification process that works for your business.

For more information, please call 1-800-ARBELLA.

