

2026 Educational Webcast Series

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 **NPTC**
 National Private Truck Council

Driver Screening Protocols:

Hiring Drivers with Confidence

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Gary Petty
President & CEO
National Private Truck Council

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Thank You for Joining Us!

- This webcast will cover ...
 - A regulatory overview
 - Best practices in compliance
 - A case study in implementation
 - Question & Answer session
- You will be muted during the event.
- Please use the Q&A feature to send in questions. We'll try to answer them during the Q&A period if they are not covered in the presentation.
- The slides and recording will be posted within 7 days at:
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Meet Your Speakers



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Tom Moore, CTP
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FMCSA Driver Qualification Requirements

- Before operating a Commercial Motor Vehicle (CMV)
 - Meet qualification Standard 391.11
 - Complete a road test or equivalent 391.31-33
 - Be medically qualified 391.41
 - Possess the proper license and applicable endorsements
 - Not be disqualified 391.15
 - Complete a driver application 391.21
 - Meet English language proficiency requirements
 - At least 21 years old (Interstate)

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Driver Application

- Starts with the application
 - Employment history
 - Driving experience
 - Vehicle types operated
 - Accident history
 - Safety violations
 - Gaps in employment
 - Frequent job changes

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Motor Vehicle Record (MVR) Review

- Regulatory Requirements
 - Obtain MVR from each state where licensed during the previous 3 years
 - Review driver qualification status
 - Verify proper license class and endorsements
 - Check for suspensions, revocations, or restrictions
- Look Beyond Compliance
 - Dangerous acts
 - Suspensions
 - Repeat violations

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Drug and Alcohol Screening

- CDL drivers
 - Negative pre – employment drug test
 - Query the Drug & Alcohol Clearinghouse
 - Driver is not in prohibited status
 - Obtain documentation of SAP- mandated follow- up testing
- Non- CDL drivers
 - Pre- employment drug testing is based on company policies

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Safety Performance History

- Must investigate a driver’s employment history for 3 previous years
 - Dates of employment
 - Accident history
 - Inquire about positive drug an alcohol testing for non- FMCSA, DOT employers (FAA, FRA, merchant mariners, etc.)
- If the previous employer does not respond document the attempts.

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Medical Qualification

- CDL holders
 - Verify the medical certification is current on the MVR
 - Document the certification expiration date
 - Failed exam creates an immediate downgrade
- Non-CDL holders
 - Proof of medical certification must be in the driver’s DQ file
 - Driver must carry a med card
 - Drivers need to request a med card from the ME

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Road Evaluation

- Road tests required
 - All drivers CDL and non CDL
- Exceptions
 - CDL in lieu of road test
 - Copy of road test completed in the last 3 years
- No exceptions
 - Tank vehicles, double/triple combinations

Interview Topics

- Conduct all interviews in English
- Discuss experience with the equipment you operate
- Review employment gaps

What is Pre-Employment Screening Program (PSP)?

- FMCSA developed PSP in response to a legislative mandate to provide electronic access to records in the Motor Carrier Management Information System (MCMIS) database
- Before PSP, MCMIS information was only available through Freedom of Information Act requests
- PSP was launched in 2010 with the goal of helping motor carriers make more informed hiring decisions
- It provides instant online access to driver crash and inspection history for use by motor carriers during the hiring process



What Information Does PSP Provide?

5

years

CRASH
HISTORY

3

years

ROADSIDE
INSPECTION
DATA

30

days

UPDATED
REGULARLY

- An employer may only use PSP during the hiring process
- There is a \$10 fee for electronic access to the record

Enrolling in PSP

- To access PSP records motor carriers must first enroll in the program by visiting www.psp.fmcsa.dot.gov and following the steps on the online enrollment wizard
- The cost to enroll is \$25 a year for motor carriers with 1-99 power units in their fleets and \$100 a year for motor carriers with 100+ power units in their fleet

FREE J. J. Keller® Driver Hiring Checklist!



J. J. KELLER® DRIVER
QUALIFICATION SERVICES

✓ DQ File Management

✓ MVR Monitoring

✓ DOT Drug & Alcohol Testing Program
Management



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How Fleets are Raising
the Bar

Tom Moore, CTP
National Private Truck Council

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Driver Shortage Rearing Its Head

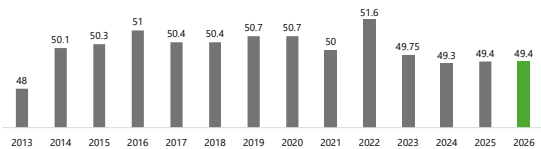
- Drug and Alcohol Clearinghouse
- Aging Driver Workforce
- English Language Proficiency
- Driver Compensation Increasing

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The Aging Driver Workforce

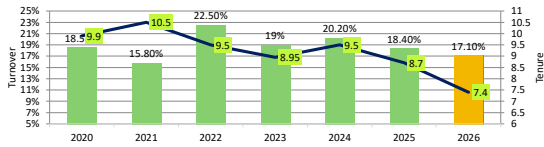


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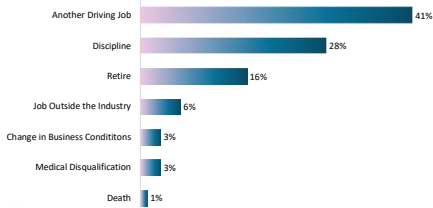
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Driver Turnover



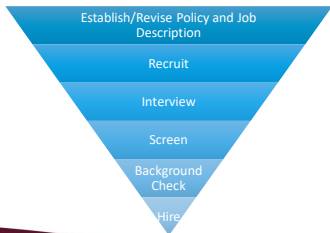
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Why Drivers Leave

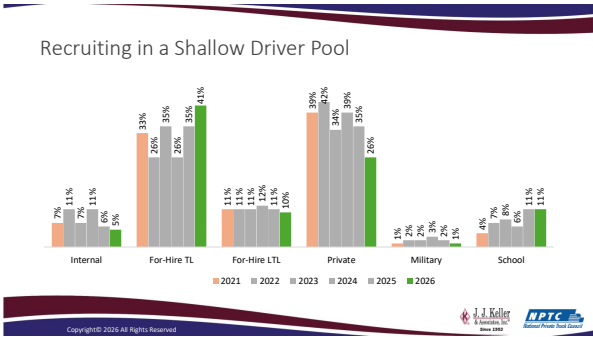


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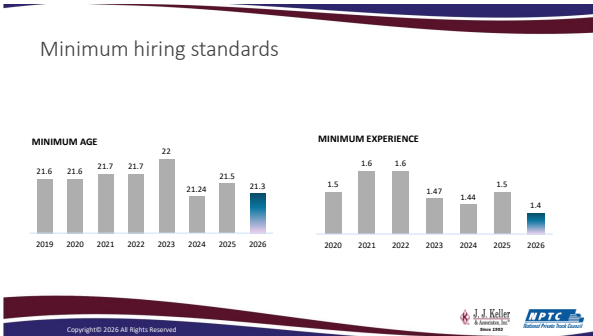
The Recruiting Process



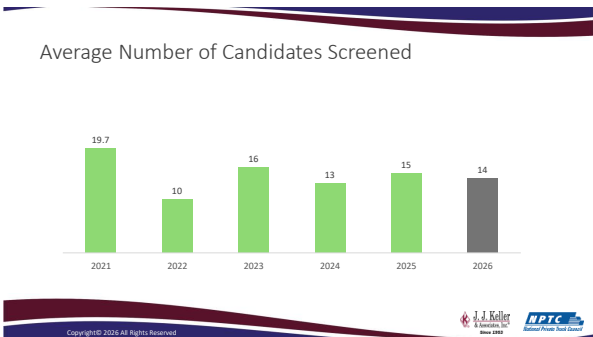
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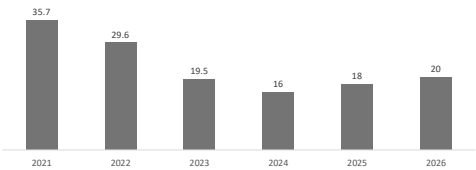


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Days to Recruit and Screen a Driver



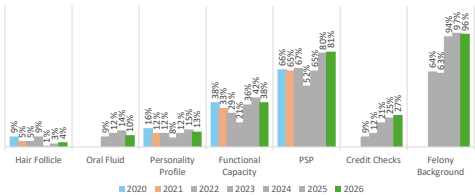
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Pre-Employment Screening Practices



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Tillamook County Creamery Assn



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Tillamook Fleet: Every Hire Has an Operational Impact

15Fleet union drivers

24power units

26refrigerated trailers

4dry vans

900K+annual miles

6.2fleet MPG

Operational implication

One poor-fit hire can affect route coverage, training capacity, equipment availability and the experience of the entire team.

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Why Screening Matters in a Private Fleet

After the regulatory foundation, the fleet perspective is about protecting the operation.

01
PEOPLE
The public, coworkers and the driver

02
PRODUCT
Food safety, temperature integrity and secure loads

03
ASSETS
Tractors, trailers, facilities and customer property

04
SERVICE
Reliable delivery and brand representation

The objective is not simply to fill the seat. It is to select a qualified driver who can succeed safely in our operation.

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What We Evaluate Beyond Compliance

The preceding NPTC slides establish minimum qualifications. Our fleet assessment focuses on operational fit.

1Refrigerated freight

Temperature checks, pre-cooling, escalation and product care

2Safety mindset

Judgment, stop-work decisions and accountability

3Technology readiness

ELD, navigation, communication and required documentation

4Customer interaction

Professional communication, site rules and brand representation

5Route planning

Weather, hours of service, fueling and contingency decisions

6Team fit

Coachability, reliability and clarity about job expectations

Use the same job-related criteria for comparable candidates and document the decision.

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Validate Capability Through the Interview and Road Evaluation

The assessment should reflect the equipment, routes and customer environments the driver will encounter.

STRUCTURED INTERVIEW

Trip planning

Explain a realistic route, weather and hours-of-service decision.

Refrigerated freight

Describe pre-cooling, temperature checks and escalation.

Customer sites

Explain safe backing, dock communication and after-hours access.

STANDARDIZED ROAD EVALUATION

Vehicle control

Observe coupling, turns, backing, parking and space management.

Inspection discipline

Verify a repeatable pre-trip and post-trip approach.

Professional judgment

Assess stop-work decisions, communication and documentation.

Defined criteria are more repeatable and defensible than relying on "gut feel."

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From Conditional Offer to Solo Dispatch

Meeting the qualification standard is the starting point. Readiness also requires orientation, practice and support.

1

Conditional offer

State contingencies clearly

2

Screening complete

Resolve required checks

3

Capability validated

Interview and road evaluation

4

Orientation

Policy, food safety and technology

5

Mentored work

Practice routes and site expectations

6

Release and coach

Document readiness and follow up

Release to solo work only when the file, demonstrated capability and operating expectations support the decision.

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Key Lessons From the Fleet Perspective

Strong screening is disciplined selection followed by intentional support.



Do not lower the bar

A shallow applicant pool increases the need for consistency, not shortcuts.



Screen for the real work

Match questions and evaluation criteria to routes, equipment and customers.



Document the decision

A clear record supports repeatability and demonstrates due diligence.



Set expectations early

Candidates should understand the job, schedule, safety standards and accountability.



Keep coaching

Screening opens the door. Orientation, mentoring and feedback help the driver succeed.

Hire for safety. Prepare for success. Reinforce the standard.

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Questions and Answers



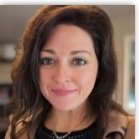
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More Questions?



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Join us next time!

Reduce Risk Through Driver Training:
Strategies for Safer, More Successful Fleets

September 16th – 10:00 AM Central





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