



U.S. Department of Transportation  
Federal Motor Carrier Safety Administration

## PRE-EMPLOYMENT SCREENING PROGRAM

# PRE-EMPLOYMENT SCREENING PROGRAM (PSP) ARE YOU HIRING THE SAFEST DRIVERS?

The Federal Motor Carrier Safety Administration (FMCSA) launched the Pre-Employment Screening Program (PSP) in 2010 to help motor carriers review drivers' crash and inspection records. Make use of this tool when considering your next hire. Want to know why?

### PSP OFFERS VALUABLE DATA.

Review a drivers' 5-year crash history and 3-year roadside inspection history as part of pre-employment screening and avoid these red flags:

- Phone use or texting while driving
- Driver at-fault crashes
- Speeding
- Logbook violations
- Job hopping

### DOES PSP REALLY HELP MAKE ROADS SAFER?

A safety study was conducted to evaluate PSP's effectiveness. Results showed that carriers using PSP helped:

- lower crash rates by 8%, on average
- lower driver out-of-service rates by 17%, on average

**Use PSP to identify potentially unsafe drivers and defend against negligent hiring litigation.**

*Reduce the risk of hiring an unsafe driver by joining the thousands of motor carriers already using PSP!*

### GET STARTED:

The process is easy! Visit [www.psp.fmcsa.dot.gov](http://www.psp.fmcsa.dot.gov) and click on "Enroll in PSP".

Once enrolled in the program you can:

- Easily get a driver's record anytime
- Receive the record immediately
- Save and print the record for the driver's file
- Know you're hiring the safest drivers

*"As a PSP user, since it was first introduced, I am satisfied that it continues to help us hire a higher quality driver. The information in a report can help us understand not only moving violations and accidents, it helps us identify drivers that have a strong vehicle inspection practice. Negligent hiring is one of the new offenses in litigation. The PSP report is invaluable in preventing bad hires that were difficult to determine previously. The results are almost instantaneous and do not create a barrier to timely employment."*

– Victor Hart, Dot Foods Director of Safety, 2017



## ENROLL IN PSP TODAY:

[www.psp.fmcsa.dot.gov](http://www.psp.fmcsa.dot.gov)



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Screening Program**  
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# HOW PSP HELPS YOU HIRE SAFE DRIVERS:



## PSP HELPS IDENTIFY UNSAFE DRIVERS

After a fatal accident in Tennessee involving a commercial vehicle, the National Transportation Safety Board (NTSB) conducted an investigation. Their findings showed that the motor carrier company involved in the incident did not use PSP when evaluating their driver for a position. NTSB noted that **had the company used PSP, they may have determined that the driver was not suitable for a safety sensitive position** based on the information listed on his PSP report.



## PSP HELPS IDENTIFY PATTERNS IN DRIVER HISTORY

The PSP report is different than an MVR because it is a record of an occurrence versus a conviction record. **When requesting a PSP report, carriers can identify patterns based on the violations listed on a PSP report.** Identifying these patterns will help determine whether this driver is a good fit for your company.



## PSP HELPS IDENTIFY INACCURATE DRIVER HISTORIES

**PSP has helped carriers identify drivers who are not forthcoming on their driver applications.** When a company requests a PSP record, they are able to view the carrier the driver was working for when he/she received a violation. If that carrier was never listed on their driver application, it could indicate a bit more investigation is necessary.



## USING PSP HELPS PROTECT AGAINST NEGLIGENT HIRING LITIGATION

Many in the industry have mentioned that PSP can be an asset to them when involved in negligent hiring litigation.



**ENROLL IN PSP TODAY:**

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