

HIRING CMV DRIVERS: WHY IT MATTERS MORE THAN EVER

Let's Just Start with the Truth:

Finding good drivers today isn't easy.

The pressure is real:

- ✓ Fill the seat
- ✓ Move the freight
- ✓ Keep the customer happy

But when we **cut corners in the hiring process**—

- ✗ Rushing
- ✗ Skipping background checks
- ✗ Ignoring red flags

We're not just making a hiring mistake...

We're opening the door to serious consequences.

The Risks of a Bad Hire

1. Accidents

If you put the wrong driver behind the wheel—

- ✗ Reckless driving history
- ✗ Drug use
- ✗ Fake or exaggerated experience

...you increase the risk of a crash.

And in this industry, **one crash can change everything.**

Trust your gut.

It'll protect you more often than not.

Lawsuits

When a crash leads to injury or death, and it turns out you didn't do your due diligence... Plaintiff attorneys will go after your company hard.

They'll ask:

-  Did you run a Clearinghouse query?
-  Did you verify previous employment?
-  Did you follow your own hiring policy?

If the answer is “**no**” or even just “**not really**”...
You're in trouble.

DOT Investigations

A pattern of bad hires can trigger:

-  DOT audits
-  Out-of-service orders
-  Ongoing scrutiny

Once you're on their radar, every hire gets more complicated.

Insurance Fallout

Insurance is already expensive. But if you get flagged for unsafe hiring:

-  Premiums go up
-  Coverage options shrink
-  Some carriers can't get insurance at all

Result: Forced into high-risk markets — or out of business.

Your Hiring Process = Your First Line of Defense

It's not just about filling a seat.

It's about **protecting your company, your people, and your future.**

Good hiring means:

- ✓ Verifying credentials
- ✓ Reviewing MVRs and PSPs
- ✓ Running the Clearinghouse
- ✓ Asking the tough questions
- ✓ Walking away if the risk is too high

Because in this industry...

👉 **One bad hire can be a million-dollar mistake.**

Before We Go Any Further...

1. Remember: These Are Real People

Behind every application is someone with a family and a story.

- ✓ Be respectful
- ✓ Be kind
- ✓ Be fair

Real-Life Example

A recruiter had a driver lined up. Everything looked perfect on paper.
But something just felt *off*.

Driver shows up for orientation...

Sees the truck is an automatic... and walks out.

Recruiter talks him into staying. A few months later:

- ✗ Driver quits
- ✗ Abandons truck and trailer
- ✗ Files a bogus workers' comp claim

All the signs were there—just not on paper.