

PROPETRO[®]

ENHANCING DRIVER QUALIFICATION

Objectives...

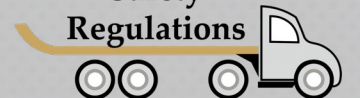
- briefly review “minimum requirements” for driver qualification
- methods to enhance driver qualification...
 - Pre-Employment Screening Program (PSP)
 - Continuous Driver License Monitoring
 - Mexican CDL verification

DRIVER QUALIFICATION (Interstate)

Minimum Requirements...

- Is at least 21 years old
- Can Read and Speak the English Language sufficiently
- Can safely operate the CMV he will drive
- Is Physically Qualified to drive a CMV

Federal
Motor Carrier
Safety
Regulations



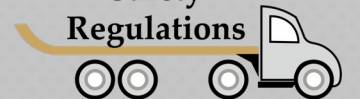
...CFR 391.11(b)(1)-(8)

DRIVER QUALIFICATION (Interstate) – cont.,

Minimum Requirements...

- Has a current Driver License or CDL
- Has provided motor carrier with certificate of past violations
- Is not Disqualified to drive a CMV
- Can successfully complete a Road Test

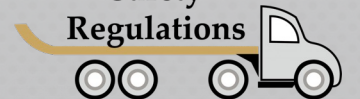
Federal
Motor Carrier
Safety
Regulations



Files and Records...

Each motor carrier shall maintain a Driver Qualification file of each driver it employs. Driver Qualification file must include:

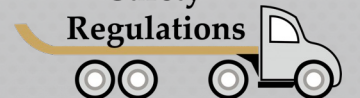
- Employment Application (DOT)
- A copy of the MVR
- A copy the Road Test or equivalent
- A copy of the Medical Examiner's Certificate and CDLIS medical certification status from licensing state (MVR)
- Skill Performance Evaluation (SPE), if applicable
- Annual MVR, Annual list of violations & Annual Review of MVR
- A note verifying Medical Examiner is in the FMCSA Registry



Files and Records...

Each motor carrier must maintain records relating to the investigation into the safety performance history of a new or prospective driver. The file must include:

- A copy of the driver's written authorization
- Previous employer responses or good faith efforts requesting 3 year accident history
- Request alcohol & controlled substances history through FMCSA Drug & Alcohol Clearinghouse



WHY DO WE QUALIFY DRIVERS?

- Ensure Good Quality Employees
- Qualified Employees produce Quality Work
- The Law Mandates / avoid fines & penalties
- Prevent Crashes and Fatalities
- Protect our company from any unjustified claims or lawsuits

What Else Can You Do To Enhance Driver Qualification?



Pre-Employment Screening Program (PSP Report)

United States Department of Transportation

FMCSA
Federal Motor Carrier Safety Administration

Search

Pre-Employment Screening Program

Enroll Drivers Veterans FAQs Contact

PSP has the data that you need to hire safe drivers.

Companies using PSP to screen new hires lower their crash rate by 8% and driver out-of-service rates by 17%, on average, compared to those that do not use PSP. Enroll today!

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What information does the Pre-Employment Screening Program (PSP) record contain?

A PSP record contains a driver's most recent 5 years of crash data and the most recent 3 years of roadside inspection data from the FMCSA MCMIS database. MCMIS is a federal government database, which is different from the state data sources used to generate Motor Vehicle Records (MVRs). [Learn more about the differences between these reports.](#)

A PSP record displays the motor carrier for which the driver was operating for at the time of the crash or inspection. It also shows the location and date that a crash or inspection occurred. Additional safety details about crashes such as injuries, fatalities, and towaways are included in a PSP record. Likewise, inspections show details like whether a vehicle was placed out of service.

Why did FMCSA develop PSP?

Developing a system to make safety performance information electronically available for pre-employment screening purposes was mandated by Congress in the Safe, Accountable, Flexible, Efficient Transportation Equity Act: A Legacy for Users, Title 49 U.S. Code, section 31150 Public Law 109-59 Section 4117. FMCSA believes that making this driver data available to potential employers, industry service providers, and drivers will improve the quality of safety data and help employers make more informed decisions when hiring commercial drivers. PSP provides more rapid access to commercial driver safety performance information than is available via Freedom of Information Act (FOIA) or Privacy Act requests.

An FMCSA [safety impact study](#) demonstrates the proven benefits of PSP usage. Review the [benefits of PSP](#) to learn how this program can help you hire the safest drivers.

PSP Detailed Report

Federal Motor Carrier Safety Administration

Driver Information												
Last Name	First Name	License #	State									
SAMMANN, GOM	MICHAEL	00021651	TX									
Crash Activity												
Crash Summary (Crashes listed represent a driver's involvement in FMCSA-reportable crashes, without any determination as to responsibility.)												
# of Crashes:	0	# of Crashes with Fatalities:	0	# of Crashes with Injuries:	0	# of Towaways:	0					
# Not preventable:	0	# of Fatalities:	0	# of Injuries:	0	# of Hazmat Releases:	0					
Crash Details (Crashes listed represent a driver's involvement in FMCSA-reportable crashes, without any determination as to responsibility.)												
Date	DOT #	Carrier Name	Driver Name	Driver Lic	State	Driver DOB	Rpt St	Report Number	Location	# Fatalities	# of Injuries	
Inspection Activity (3 year history from MCMIS snapshot date)												
Inspection Summary												
Driver Summary				Vehicle Summary				Hazmat Summary				
Driver Inspections:	9			Vehicle Inspections:	5			Hazmat Inspections:	0			
Driver Out-of-service Inspections:	6			Vehicle Out-of-service Inspections:	1			Hazmat Out-of-service Inspections:	0			
Driver Out-of-service Rate:	67%			Vehicle Out-of-service Rate:	20%			Hazmat Out-of-service Rate:	0%			
Inspection Details												
Carrier Info				Driver Info				Inspection Info				
Date	DOT #	Carrier Name	Driver Name	Driver Lic	State	Driver DOB	Rpt St	Report Number	Hazmat Insp	Insp Level	# of Viol	
11/26/2020	1402762	AMERITRAMS	SAMMANN, MICHAEL	00021651	TX	06/18/1981	TX	0000000000	N	2	3	
Driver Violation:	383.23(a)(2)	Operating a CMV without a CDL				OOS						
Vehicle Violation:	393.9(a)	Inoperable Required Lamp				NON-OOS						
Vehicle Violation:	393.60(d)	Glazing permits < 70% of light				NON-OOS						

Report executed at: 3/31/2023 12:07:59 PM

MCMIS snapshot date: 02/24/2023

This document contains sensitive information. Improper handling of this information can negatively affect individuals. Handle and secure this information appropriately to prevent inadvertent disclosure by keeping the document under the control of authorized persons. Properly dispose of this document when no longer required.

For an explanation of FMCSA-reportable crashes see: <https://www.psp.fmcsa.dot.gov/psp/?redirectUrl=FAQ>

2	03/15/2021	02956961	DMTRANSPORTMVIC	SAMMIEBROWNMICHAEL	08807169M	TX	05M16V98M	NM	2J99M027N1M	N	2	2
Vehicle Violation: 396.3(a)(1) Inspection, repair and maintenance of parts & accessories NON-OOS Vehicle Violation: 396.3(a)(1) Inspection, repair and maintenance of parts & accessories NON-OOS												
3	07/09/2021	32956961	DMTRANSPORTMVIC	SAMMIEBROWNMICHAEL	08807169M	TX	05M16V98M	WA	1W99000367M	N	3	2
Driver Violation: 395.8(a)(1) ELD - No record of duty status (ELD Required) OOS Vehicle Violation: 392.2 State or International Fuel Tax (IFTA) Violation NON-OOS												
4	08/04/2021	13996961	DMTRANSPORTMVIC	SAMMIEBROWNMICHAEL	08807169M	TX	05M16V98M	FL	0821005074M	N	3	1
Driver Violation: 392.2 Lane Restriction violation NON-OOS												
5	10/02/2021	0096961	DMTRANSPORTMVIC	SAMMIEBROWNMICHAEL	08807169M	TX	05M16V98M	TX	1647M01601M	N	2	4
Vehicle Violation: 393.11 No or defective lighting devices or reflective material as required NON-OOS Vehicle Violation: 393.11 No or defective lighting devices or reflective material as required NON-OOS Vehicle Violation: 393.9(a) Inoperable head lamps NON-OOS Driver Violation: 395.8(a)(1) ELD - No record of duty status (ELD Required) OOS												
6	12/01/2021	0096961	DMTRANSPORTMVIC	SAMMIEBROWNMICHAEL	08807169M	TX	05M16V98M	UT	0221F000097M	N	2	20

Report executed at: 3/31/2023 12:07:59 PM

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Vehicle Violation:	393.60(c)	Damaged or discolored windshield	NON-OOS									
Vehicle Violation:	393.9(a)	Inoperable Required Lamp	NON-OOS									
Vehicle Violation:	393.9(a)	Inoperable Required Lamp	NON-OOS									
Vehicle Violation:	393.45	Brake tubing and hose adequacy	OOS									
Vehicle Violation:	393.95(a)	No/discharged/unsecured fire extinguisher	NON-OOS									
Vehicle Violation:	393.55(d)(2)	CMV manufactured on/after 3/1/2001 not equipped with ABS malfunction circuit / lamp from towed vehicle in cab.	NON-OOS									
Vehicle Violation:	392.2	State vehicle registration or License Plate violation	NON-OOS									
Vehicle Violation:	393.60(d)	Glazing permits < 70% of light	NON-OOS									
Vehicle Violation:	393.75(c)	Tire-other tread depth less than 2/32 of inch measured in a major tread groove	NON-OOS									
Vehicle Violation:	393.75(a)(3)	Tire-flat and/or audible air leak	OOS									
Vehicle Violation:	393.55(e)	No or Defective ABS Malfunction Indicator Lamp for trailer manufactured after 03/01/1998	NON-OOS									
Vehicle Violation:	393.9(a)	Inoperable Required Lamp	NON-OOS									
Vehicle Violation:	393.9(a)	Inoperable Required Lamp	NON-OOS									
Vehicle Violation:	392.9(a)(2)	Failing to secure vehicle equipment	OOS									
Driver Violation:	392.2	Excessive Weight violation	NON-OOS									
Driver Violation:	395.8(a)(1)	ELD - No record of duty status (ELD Required)	OOS									
Driver Violation:	395.22(h)(4)	Driver failed to maintain supply of blank drivers records of duty status graph-grids	NON-OOS									
Driver Violation:	392.2	Violation of Local Laws - Explain:	NON-OOS									
Driver Violation:	392.2	Violation of Local Laws - Explain:	NON-OOS									
Driver Violation:	395.13(d)(1)	Driving after being declared out-of-service for HOS violation(s)	OOS									
7	12/02/2021					TX		OR		N	3	3
Driver Violation:	383.51(a)	Driving a CMV while CDL is suspended for a non-safety-related reason and outside the state of driver's license issuance.	OOS									
Driver Violation:	395.8(a)(1)	ELD - No record of duty status (ELD Required)	OOS									
Vehicle Violation:	392.2	State Operating Authority violation	NON-OOS									
8	05/17/2022					TX		PA		N	3	5
Driver Violation:	392.2	Wheel (Mud) Flaps missing or defective	NON-OOS									
Vehicle Violation:	396.17(c)	Operating a CMV without proof of a periodic inspection	NON-OOS									
Vehicle Violation:	396.17(c)	Operating a CMV without proof of a periodic inspection	NON-OOS									
Driver Violation:	395.8(k)(2)	Driver failing to retain previous 7 days records of duty status	OOS									
Driver Violation:	395.11(g)	Failing to provide supporting documents in the driver's possession upon request	NON-OOS									

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PSP Detailed Report

Federal Motor Carrier Safety Administration

Driver Information												
Last Name	First Name	License #	State									
			TX									
Crash Activity												
Crash Summary (Crashes listed represent a driver's involvement in FMCSA-reportable crashes, without any determination as to responsibility.)												
# of Crashes:	0	# of Crashes with Fatalities:	0	# of Crashes with Injuries:	0	# of Towaways:	0					
# Not preventable:	0	# of Fatalities:	0	# of Injuries:	0	# of Hazmat Releases:	0					
Crash Details (Crashes listed represent a driver's involvement in FMCSA-reportable crashes, without any determination as to responsibility.)												
Date	DOT #	Carrier Name	Driver Name	Driver Lic	State	Driver DOB	Rpt St	Report Number	Location	# Fatalities	# of Injuries	
Inspection Activity (3 year history from MCMIS snapshot date)												
Inspection Summary												
Driver Summary				Vehicle Summary				Hazmat Summary				
Driver Inspections:	22			Vehicle Inspections:	22			Hazmat Inspections:	7			
Driver Out-of-service Inspections:	0			Vehicle Out-of-service Inspections:	1			Hazmat Out-of-service Inspections:	0			
Driver Out-of-service Rate:	0%			Vehicle Out-of-service Rate:	5%			Hazmat Out-of-service Rate:	0%			
Inspection Details												
Carrier Info				Driver Info				Inspection Info				
Date	DOT #	Carrier Name	Driver Name	Driver Lic	State	Driver DOB	Rpt St	Report Number	Hazmat Insp	Insp Level	# of Viol	
1	08/09/2021				TX		NM		Y	2	1	
Vehicle Violation:		393.9(a) Inoperable Required Lamp			NON-OOS							
2	08/18/2022				TX		NM		Y	2	0	

Report executed at: 3/13/2023 1:54:11 PM

MCMIS snapshot date: 02/24/2023

For an explanation of FMCSA-reportable crashes see: <https://www.psp.fmcsa.dot.gov/psp/?redirectUrl=FAQ>

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3	09/22/2022				TX		NM			Y	2	1
Vehicle Violation:		393.55(d)(2)	CMV manufactured on/after 3/1/2001 not equipped with ABS malfunction circuit / lamp from towed vehicle in cab.				NON-OOS					
4	10/01/2022				TX		NM			N	2	0
5	10/04/2022				TX		NM			N	2	0
6	10/07/2022				TX		NM			N	2	0
7	10/08/2022				TX		NM			N	2	0
8	10/11/2022				TX		NM			Y	2	0
9	10/12/2022				TX		NM			Y	2	0
10	10/13/2022				TX		NM			N	2	0
11	10/14/2022				TX		NM			N	2	0
12	10/17/2022				TX		NM			N	2	0
13	10/18/2022				TX		NM			N	2	0
14	10/20/2022				TX		NM			N	2	0
15	10/21/2022				TX		NM			Y	2	0
16	10/25/2022				TX		NM			N	2	0
17	10/28/2022				TX		NM			N	2	0

Report executed at: 3/13/2023 1:54:11 PM

MCMIS snapshot date: 02/24/2023

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PSP Detailed Report

Federal Motor Carrier Safety Administration

No crash or inspection results found.

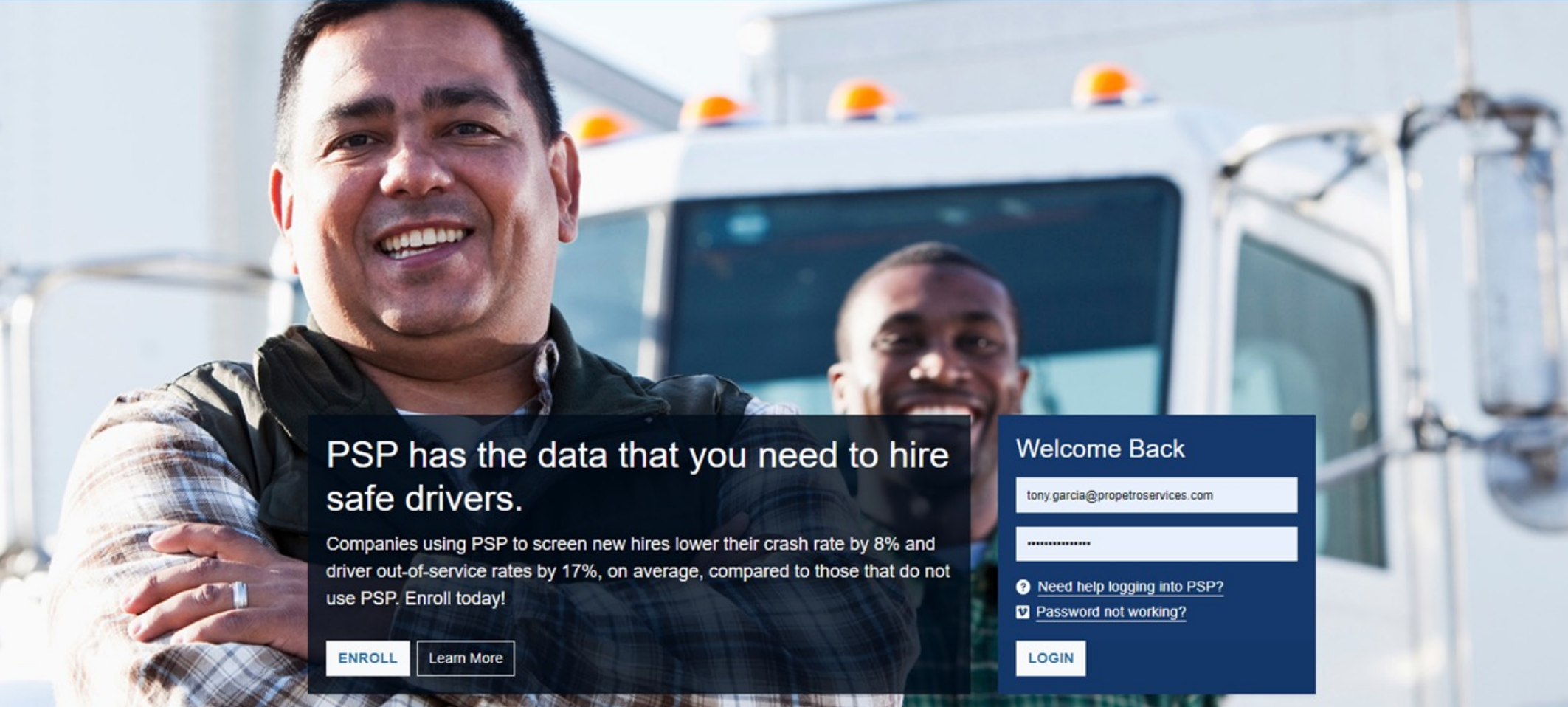
Driver Information												
Last Name			First Name				License #			State		
[REDACTED]			[REDACTED]				[REDACTED]			UT		
Crash Activity												
Crash Summary (Crashes listed represent a driver's involvement in FMCSA-reportable crashes, without any determination as to responsibility.)												
# of Crashes:			# of Crashes with Fatalities:			# of Crashes with Injuries:			# of Towaways:			
0			0			0			0			
# Not preventable:			# of Fatalities:			# of Injuries:			# of Hazmat Releases:			
0			0			0			0			
Crash Details (Crashes listed represent a driver's involvement in FMCSA-reportable crashes, without any determination as to responsibility.)												
Date	DOT #	Carrier Name	Driver Name	Driver Lic	State	Driver DOB	Rpt St	Report Number	Location	# Fatalities	# of Injuries	
Inspection Activity (3 year history from MCMIS snapshot date)												
Inspection Summary												
Driver Summary				Vehicle Summary				Hazmat Summary				
Driver Inspections:				Vehicle Inspections:				Hazmat Inspections:				
0				0				0				
Driver Out-of-service Inspections:				Vehicle Out-of-service Inspections:				Hazmat Out-of-service Inspections:				
0				0				0				
Driver Out-of-service Rate:				Vehicle Out-of-service Rate:				Hazmat Out-of-service Rate:				
0%				0%				0%				
Inspection Details												
Carrier Info				Driver Info				Inspection Info				
Date	DOT #	Carrier Name	Driver Name	Driver Lic	State	Driver DOB	Rpt St	Report Number	Hazmat Insp	Insp Level	# of Viol	
Violation Summary												
Violation #	Description							# of Violations	# of Out-of-service Violations			

The summary counts and rates only include violations that were attributable to [REDACTED]

Report executed at: 4/18/2023 12:04:09 PM

MCMIS snapshot date: 03/31/2023

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Continuous Driver License Monitoring

Federal Motor Carrier Safety Regulations



Minimum Requirements...

- Current Driver License or CDL
- Is not Disqualified to drive a CMV
- A copy of the MVR (Initial)
- Annual MVR, Annual list of violations & Annual Review of MVR

Continuous Driver License Monitoring...

Provider you select, ensure:

- Connects to SDLA that issue the driver license.
- License Monitor sends 'as they occur' alerts for all driving violations, such as DWIs, speeding, illegal maneuvers and more.
- To receive alerts for non-driving offenses, license status changes due to suspensions, revocations and expirations, and medical certificate downgrades.

Continuous Driver License Monitoring...

Benefits:

- Allows motor carriers to have control and in the know regarding DL status.
- It can help motor carriers remove unsafe or unqualified drivers from driving.
- Removing unsafe or unqualified drivers from driving can help prevent crashes that may result in serious injury or fatality.
- Reducing or eliminating crashes reduces claims and protects the company and assets.
- In the cases where a claim exists, proving that a company goes above and beyond what the minimum requirements are, shows good safety protocols and practices are in place.

Mexican CDL Verification



According to the American Trucking Association (ATA)

Article published Oct.25, 2021...

**Industry Is Short 80,000 Drivers Today, May Be Short
160,000 by 2030**

As a result, this has left Industry to deal with Supply & Demand issues, frustration, and in the search for alternate options...

Mexican CDL Verification

Background...

On Nov. 19, 1991, the United States of America and Mexico signed a memorandum of understanding that allowed the reciprocal recognition of CDLs and allowed CDL holders to operate commercial motor vehicles in each other's territory. Similarly, on March 1, 1994, Transport Canada and the SCT entered into a memorandum of understanding allowing for CDL reciprocity. The transportation of persons and property across borders is an integral part of countries' economies and resulted in approximately 6.45 million border crossings by commercial motor vehicles in 2020 alone.

- MX CDL holders are authorized for Border Crossing and International movements only.

(Mexico into U.S. & return)

Can a U.S. motor carrier employ a person with a MX CDL?

Yes, only if...

- MX CDL holder is authorized to work in the U.S. *(Homeland Security, Immigration, CBP I-94)*
- MX CDL must be authorized to drive in the U.S. *(check for Restrictions)*
- MX CDL drivers must comply with all the same requirements, as U.S. drivers...
- Must have a current and active driving status.



...CFR 383.23 – Regulatory
Guidance Q.1

...CFR 391.51(a),(b)(1)-(9)

Mexican CDL Verification...

Enforcement Officials:

The status of Mexican CDLs are always verified electronically. For U.S. jurisdictions, a query may be submitted through the International Justice and Public Safety Network (Nlets), the Federal Motor Carrier Safety Administration's Commercial Driver's License Information System (CDLIS), using CDLIS.dot.gov, or through FMCSA's other query interfaces.



Mexican CDL Verification...

Motor Carriers:

Queries may be submitted through the SCT's website at

<http://app.sct.gob.mx/ConsultaInfracciones/detalleLicFederal.do>.

Mexican CDL Verification...

Dirección General de Autotransporte Federal

Consulta de licencias federales de conductor

[Guía rápida](#)

Introduzca los criterios de la búsqueda

Licencia:	<input type="text"/>	No. MED PREVENTIVA:	<input type="text"/>
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CUC
U L K A

<input type="text"/>	Realizar Búsqueda
----------------------	-------------------

Limpiar

Regresar



Secretaría de Comunicaciones y Transportes
Subsecretaría de Transporte

Mexican CDL Verification...

Risks in verification:

- U.S. based providers for CDL verification may not be able to verify validity with MX State Authorities.
- Continuous Driver License monitoring may not be available.
- issues SCT electronic system, or no internet connection.
- SCT electronic system has no response or record doesn't exist.
- Plastic Formats will face out March 31, 2025. Electronic verification only.
- There's no "Good Faith Efforts" provision granted by the FMCSA for CDL verification. Motor Carriers are responsible that drivers are qualified to drive.

Regulatory Guidance Publications...



Inspection Bulletin

North American Standard Inspection Program

2021-04 – Mexican Federal Licenses

Created: April 29, 2021

<https://www.cvsa.org/>



ENHANCING DRIVER QUALIFICATION

Pre-Employment Screening Program (PSP)
Continuous Driver License Monitoring
Mexican CDL verification

Questions....

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432-488-9070 (cell)