

FMCSA PSP disclosure and authorization

FMCSA-mandated Pre-Employment Screening Program disclosure and applicant authorization for commercial driver roles.

Federal Motor Carrier Safety Administration — Pre-Employment Screening Program (PSP) Disclosure and Authorization. This disclosure is required by the FMCSA for use by all account holders that obtain PSP reports. It supplements — and does not replace — the federal FCRA disclosure and authorization.

Important disclosure regarding background reports from the PSP Online Service

In connection with your application for employment with {Employer Name} ("Prospective Employer"), the Prospective Employer — and its employees, agents, or contractors, including SafestHires, Inc. — may obtain one or more reports regarding your driving and safety-inspection history from the Federal Motor Carrier Safety Administration (FMCSA).

If the Prospective Employer uses information it obtains from FMCSA in a decision not to hire you, or in any other adverse employment decision regarding you, and your application was submitted in person, the Prospective Employer will provide you with a copy of the report and a written summary of your rights under the Fair Credit Reporting Act before taking any final adverse action. If any final adverse action is taken based on your driving history or safety report, the Prospective Employer will notify you that the action was based in whole or in part on the report.

If your application was submitted by mail, telephone, computer, or similar means, and the Prospective Employer uses information from FMCSA to take adverse action, the Prospective Employer will — within three business days of taking that action — notify you orally, in writing, or electronically that: (a) adverse action has been taken based in whole or in part on FMCSA information; (b) the name, address, and toll-free telephone number of FMCSA; (c) FMCSA did not make the decision and cannot provide the specific reasons the adverse action was taken; and (d) you may, on presentation of proper identification, request a free copy of the report and dispute with FMCSA the accuracy or completeness of any information in the report.

Neither the Prospective Employer nor the FMCSA contractor supplying the crash and safety information has the ability to correct safety data that appears to be incorrect. You may challenge the accuracy of that data by submitting a request at <https://dataqs.fmcsa.dot.gov>. If you challenge crash or inspection information reported by a State, FMCSA cannot change or correct the data — your request will be forwarded through the DataQs system to the appropriate State for adjudication.

Any crash or inspection in which you were involved will appear on your PSP report. Because the PSP report does not assign or imply fault, it will include all commercial motor vehicle crashes where you were a driver or co-driver and where the crashes were reported to FMCSA, regardless of fault. All inspections — with or without violations — appear on the PSP report. State citations associated with FMCSR violations that have been adjudicated by a court of law will also appear, and remain, on a PSP report.

Authorization

I authorize the Prospective Employer and SafestHires, Inc. to obtain the above-described report from the FMCSA Pre-Employment Screening Program. I understand that the information contained in the report will be used, in part, to make a decision regarding my possible employment as a commercial driver.

Applicant signature

Printed name

Date
