

► Employment Verification Options for your Candidates

Under FMCSA guidelines, transportation companies are required to verify employment history for the previous three years on applicants who are applying to operate a commercial motor vehicle. At Driver iQ, we are experts in providing verifiable employment history information in an easy to read report for each of your applicants.

Previous Record of Employment Database

The Previous Record of Employment is the Driver iQ industry leading database of previously terminated drivers which allow you to utilize our carrier contributed data to inquire about previous employment on potential candidates you are seeking to hire (as required by FMCSA).

The solution provides instant verification of employment, which can help speed up the employment verification process and reduce the burden of responding to verification calls for participating carriers.

- Supported by 24 of the top 25 truckload carriers (not to mention many other companies) who have chosen to store and maintain their records with Driver iQ.
- Founded in 2011, focused on the trucking industry, and built by carriers as an alternative option for a vital and key component of their business.
- FMCSA-compliant information on driver records on behalf of carriers.
- We provide these records to other carriers who inquire for employment verification.
- Allows clients of Driver iQ to utilize our database to also make those inquiries, without having to call or fax to obtain that information, and you receive financial incentive credits for every time an inquiring carrier accesses your records.

Driver iQ Previous Record of Employment Termination Credit Program

- \$2.50 for the 1st time a stored termination record is disseminated and \$0.50 for every time that termination record is disseminated thereafter.
- Employment history record obtained from Employment History Database includes accident history, education records from driving schools, and drug/alcohol when available at no extra charge.

CANDIDATES Options for getting Employment Verifications

**Previous Records of
Employment**

**The Work Number Report
by Equifax**

**Manual Employment
Verifications**

PREVIOUS EMPLOYEES Options for managing Employment Verification requests

**Previous Records of
Employment**

**Automated Employee
Verifications**

The Work Number® Report by Equifax

The Work Number, from Equifax (aka TALX) is utilized by many major corporations providing non-CDL past employment verification.

The Work Number can fulfill the verification requests you receive, on your current and former employee population, from banks, potential employers, apartment complexes and government agencies, just to name a few.

- Driver iQ can provide employment histories listed in the Work Number database. The primary database search is conducted using the applicant's SSN, DOB and name to search for employment histories. Access to the Work Number requires log in to separate site to enter and retrieve information and separate tracking of activity.
- Single log on/ Order through Driver iQ or through your ATS vendor.
- Order, and process is tracked through Driver iQ and/or ATS vendor.
- Receive same report as if ordered from Equifax/ TWN/TALX.

► Previous Employee Verifications

Previous Record of Employment Database

- Allows clients of Driver iQ to utilize our database to also make inquiries on your previous employees, without having to call or fax to obtain that information, and you receive financial incentive credits for every time an inquiring carrier accesses your records.
- Utilize Driver iQ to store termination records for your former drivers
- Retention and Rehire notices
- Superior credit program

Automated Employee Verifications

In the event that an inquiring carrier is not a client and/or contributing carrier to the Driver iQ database, we provide a resource for you to provide access to that information that saves time and money over having to manually take those calls internally. Driver iQ provides an Employment Verification online platform, allowing your company to store current and former driver/employee information for the purpose of providing one-off employment verifications to prospective employers, credit grantors, landlords, etc. with permissible purpose to access employment and safety/accident histories.

- This is for companies that are not storing records with Driver iQ for Previous Record of Employment services.
- Storing Termination records with Driver iQ allows potential inquiring employers/entities to come to a Driver iQ for single verifications
- Doesn't require your employees/resources in order to respond to inquiries

Driver iQ will set up your company with a web site, powered by Driver iQ, but containing your company logo and information. This allows an inquiring entity to make a single request on a previous employee, alleviating the need time, resources, and cost for your staff having to answer the phone or respond to these requests.

This value proposition allows you to divert inquiries on previous or current employees to a website that is managed by your organization and powered by Driver iQ.

Manual Employment Verifications

Manual employment verifications are used to confirm past employment for entry level drivers whose records are not in our database. Driver iQ can do that manual verification through our Employment Verification Process. We have a 96.18% close rate on verifications. Our focus is on completions, not attempts. DiQ assumes the veracity of the data we supply to carriers, and we document and provide DOT-compliant records of attempts, company, and information received for your driver files.

Education Verification and/or Employment Verification

Education verification includes dates of attendance, graduation date, and degree type. Unless otherwise specified in the signed statement of work, outreach includes three (3) valid attempts over five (5) days.

Employment verification includes dates of employment, job title, eligibility for rehire, and reason for leaving. Unless otherwise specified in the signed statement of work, outreach includes three (3) valid attempts over five (5) different days.

Employment Verification: DOT

Driver iQ will conduct a check of all listed employers during a specified period of time and verify DOT regulated employment as mandated by FMCSA, Outreach includes three (3) valid attempts over five (5) different days.

Driver iQ verification process is simply unmatched

We have a 99.9993% accuracy rate on our background reports and a 96.18% employment verification rate – the highest rates in the industry. We also have the lowest dispute rate in the industry.

Our team has decades of experience with the transportation industry and its restrictions and compliance issues. Driver iQ is dedicated to protecting our clientele. In an industry where many are preyed upon, we are a line of defense, providing exceptional customer support and accurate information.