

NEWS & INSIGHTS

AI-driven Safety Defense Part 2: Defeating Negligent Hiring Claims

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(Note: This is Part II of Doug's series on AI in trucking. You can [find Part I here.](#))

Plaintiff attorneys are weaponizing negligent hiring claims against trucking companies, using hindsight bias and subjective expert opinions to argue that specific drivers never should have been hired. AI-powered hiring systems provide an objective, documented defense.

The Big Picture

Traditional hiring decisions leave carriers vulnerable to Monday-morning quarterbacking by plaintiff experts who claim “any reasonable carrier” would have rejected a driver based on their record.

- These attacks rely on subjective interpretation of past accidents and violations
- Experts cherry-pick “red flags” after an accident occurs
- Claims of “incomplete vetting” are nearly impossible to disprove without comprehensive documentation

How AI Changes the Game

Modern AI systems create an objective, multi-source hiring framework that neutralizes subjective attacks:

Data aggregation from six critical sources:

- Motor vehicle records (MVR)
- Pre-Employment Screening Program (PSP)
- FMCSA safety database
- Prior employer verification
- Drug & Alcohol Clearinghouse
- Comprehensive background checks

The process:

1. **Aggregate** all data points into a unified risk profile
2. **Score** using weighted algorithms based on proven risk factors
3. **Benchmark** against industry standards and internal safety metrics
4. **Document** with complete audit trail and evidence preservation
5. **Recommend** hiring decision based purely on data

Between the Lines

This isn't just about better hiring — it's about creating an unassailable legal position. When plaintiff experts claim bias or negligence, you counter with:

- **Traceable documentation** at every decision point
- **Industry-standard benchmarks** proving reasonable care

- **Elimination of human bias** — no pressure from dispatchers needing drivers
- **Protection from compromised decisions** due to operational needs or personal incentives

What they're saying: *"Any reasonable carrier would have seen these warning signs"* becomes meaningless when you can demonstrate your AI system evaluated the exact same data points against thousands of similar profiles and industry benchmarks.

The Bottom Line

AI transforms negligent hiring from trucking's Achilles' heel into its strongest defense — replacing subjective opinions with objective, data-driven decisions that stand up in court. You can listen to a longer, more detailed explanation on using AI for trucking defense, you can listen to [my podcast on the subject here](#).

If you have questions about using AI and how it can be used to protect your trucking company, please [contact me](#) at any time.

Next week: Part III – How AI defeats negligent retention claims

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