

In recognition that, afe dri i gi ,entle, i e,



In recognition that safe driving is a priority,



## I PLEDGE TO:

Refrain from contacting my employees via cell phone or text during times that I know to be their drive-time.

Not expect immediate responses to calls or texts in recognition that my employees may be driving when I am attempting to reach them.

Work with my employees to put together a plan for acceptable response times and back up contacts in the event they are