

MANAGEMENT PLEDGE CARD

# 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 driving when I need to reach them.

SIGNATURE

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