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## **Mobile Communications Device Policy**

Some recent scientific findings have indicated that operators of motor vehicles suffer comparable or more impairment when using mobile communication devices (MCD) than while under the influence of alcohol or drugs. Mobile communication devices include, but are not limited to, mobile phones, cell phones, Blackberries, pagers, walkie talkies and computers.

The safety of our employees (operators/drivers) and other motorists is paramount to this Company. Since we know the use of MCDs impairs safety, we must take steps to prevent any scenarios where safety is compromised.

McDaniels forbids employees from using MCDs while operating a motor vehicle owned by or in possession of the Company for any reason. McDaniels strongly encourages Associates to turn off any MCD in their possession while operating a vehicle in this classification to avoid being distracted by an incoming communication. Should the need arise to make a call or check messages, Associates should find a safe parking area away from traffic, place the vehicle in 'Park', apply the emergency brake, and only then power up the MCD to place the call or communication. Only in the most extreme emergency where life and limb are at peril should you deviate from this policy.

If you have passengers or are a passenger, you should, before beginning your trip, have everyone in a Company owned or cared for vehicle either turn off or greatly minimize the ring/alert volume of their device. A loud, startling noise could distract the driver and cause an accident – WE DO NOT WANT THAT TO HAPPEN! If you are a passenger or driver, we encourage you refrain from, forbid or greatly limit the use of the devices in a moving vehicle. A conversation can be very distracting to the driver; be respectful of the driver's need to focus on completing the journey safely.

Further, McDaniels forbids employees from conducting or attempting to conduct any Company related business while on a mobile communication device while operating any motorized vehicle, regardless of ownership of the vehicle (This includes your personal car, boats, etc.). We do not wish to intrude on your personal time or interfere in our Associate's personal life, but we must insist that any business related to the Company not be conducted in a matter that imperils the safety of the public.

Mobile Communication Devices, especially cell phones, have also been cited as a potential source for cancer and other ailments. The Company encourages the use of 'hands free' accessories or speaker phone functions to minimize any risk MCDs may present. We encourage you to discuss any health implications with your personal physician, or to research the matter further for the latest information.

Violations of this policy can lead to sanctions, disciplinary action and punishment.

*As with all Policies, suggestions or questions should be directed to the Dealer or Chief Operating Officer.*

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Acknowledgment

Date

(To be filed in personnel file)