



From the Desk of Sean Hurman



Service King's Social Media Policy

The culture at Service King is unique and serves as a brand differentiator for our teammates and our customers. Each and every teammate has the responsibility to uphold our brand commitments to those we serve. We have policies in place that clarify expected behavior, including behavior when using social media.

At Service King, we understand that social media can be a fun and rewarding way to share your life and opinions with family, friends and co-workers around the world. However, use of social media also presents certain risks and carries with it certain responsibilities. Last year, we established and posted guidelines for the use of social media to assist teammates in making responsible decisions about the use of social media.

Please take a moment and read our Social Media policy on [ADP](#). To navigate to the policy, select My Company then Company Policies.

Teammates are solely responsible for what they post online. Any social media conduct that adversely affects job performance, the performance of fellow teammates or otherwise adversely affects the Service King brand may result in disciplinary action up to and including termination.

A handwritten signature in black ink, appearing to read 'S H' followed by a long horizontal line.

Sean Hurman
Chief Human Resources Officer

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