



The Anchor Pledge

The “ANCHOR PLEDGE” is an Agreement within our company, which represents our personal commitment to Quality and Core Values. The owners, staff, and all employees have signed this pledge consisting of three parts:

- **HONOR**- An agreement to promote a culture of honor within the company and on the jobsite by treating each other and our clients with integrity and respect.
- **TEAMWORK**- A Promise to strive for optimum communication and teamwork. By working together as a unit, the company achieves its potential by equally valuing all the parts that make the whole.
- **EXCELLENCE**- A commitment to excellence in the application of all products to promote maximum quality for our clients.

Every Employee that signs below is making an unwavering commitment to the Anchor Team, our Clients, and to themselves- to uphold our standards of *Honor*, *Teamwork*, and *Excellence*:

HONOR. You are agreeing to our Core Values - to respect your fellow employee and work as a team so that we can do the best job possible for our clients. You promise to give us your best each day, and uphold our standards to be an *honorable* man or woman. You promise not to lie to the client, your employer, or your teammates. Being an employee of integrity shows you are a man or woman of honor. It is essential that you have outstanding character to work for our company.

EXCELLENCE. Our clients are our lifeline to success. Without them, there is no Anchor Painting, Inc. We must treat our clients and all of the residents/patrons we serve with the highest level of respect. You are pledging to uphold our standards of *excellence* to ensure that our clients get the maximum possible life out of our products. You pledge to be loyal to the company and give our customers the highest quality work.

TEAMWORK. We know that utilizing the principles of *teamwork*, by forming daily goals and then working together to complete the plan, can result in remarkable achievements. You are agreeing to strive each day to optimize tactics, which maximize productivity, by working with your teammates. You will endeavor to form teams that move together, "in-sync" with one another. We will also work together with our clients and their residents/patrons by *communicating* daily.

We want your life to be better here, because we strive to have the best attitude possible. This is what our company is about. Our company will thrive, and our employees will benefit from these standards.

By signing below you agree to abide by the Anchor Painting, Inc. rules and policies. You signify that you will be a loyal and integral part of this company. You are a valuable asset to us and we are glad to have you as our fellow teammate. We make this pledge to ourselves, our clients, our team, and before God.

Signed this _____ day of _____ in the year 20_____.