

1. Our clients can expect integrity, competence, independence, objectivity, and professionalism.
2. We will work with our clients to create pragmatic expectations of the benefits and results of our services.
3. We will only accept clients with whom we feel we can effectively service. If a client requires services outside our area of expertise we will refer them to experts in that field.
4. We will come to a mutual understanding of the objectives, scope, work plan, and fee arrangements with our clients before engaging our services.
5. All client information that is not public knowledge will be kept confidential.
6. We will not engage in solicitation of employees.

#### **Commitment to Fiscal Integrity**

7. The fees and expenses will be discussed prior to initiating any and all services and we will charge fees that are reasonable and commensurate with the services delivered.
8. We will not accept commissions, or other benefits from a third party in connection with the recommendations to a client without that client's prior knowledge and consent.

#### **Our Commitment to the Public and the Profession**

9. If within the scope of our engagement, we will report to appropriate authorities within or external of any occurrences of malfeasance, dangerous behavior, or illegal activities.
  10. We will represent the profession with integrity and professionalism.
  11. We will not advertise our services in a deceptive manner.
  12. We will not slander individual consultants, consulting firms, or the consulting profession.