



NORTH POINTE
CONSULTING SERVICES

Code of

Ethics

Professional

Conduct

&

Honesty, Integrity, Trust

Preface

This code of Ethics and Professional Conduct shall be applied in accordance with federal, state, and local law. The owners of North Pointe Consulting Services have drafted and adopted this code for use by personnel.

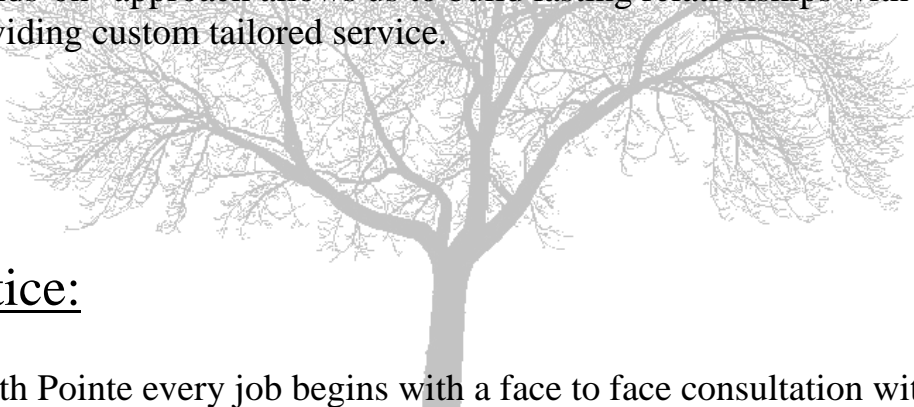
This code is provided for informational use only and in no way creates or constitutes a contract or an enforceable promise with North Pointe Consulting Services. North Pointe Consulting Services reserves the right to modify, revise, discontinue or amend any or all of this code as it sees fit.



About:

North Pointe Consulting Services is a leading provider of consulting solutions in over 70 different areas of expertise. By utilizing one of the most elite and experienced portfolios of independent consultants in the world, North Pointe streamlines the consulting process. From initial consultation to problem mitigation, North Pointe is a “one-stop consulting shop”™ for owners, executives and managers.

Executives can call upon North Pointe as an objective outside resource whose ONLY task is to identify the most appropriate solution for the assignment. Owners, executives and managers have many jobs to perform. North Pointe has only ONE: to match their client’s unique situations and needs with the talented professionals who can work with them to create unique and practical solutions. At North Pointe Consulting Services, we measure performance by our client’s success. Our "hands-on" approach allows us to build lasting relationships with clients while providing custom tailored service.



Practice:

At North Pointe every job begins with a face to face consultation with one of the principals of the company. It is in this consultation that we interview the owners, managers, employees, etc. to establish not only what the need may be but where the need is coming from. Once we have this new perspective we can work with our clients to tailor make a consulting solution unique to their company. This initial step, often overlooked by competing consultants, makes for a more streamlined and effective consultation.

North Pointe Consulting Services

4 Ethical Principles

Integrity -

“We work and act with integrity.”

At North Pointe we vow to work with the highest level of integrity and honesty. We are always truthful about our knowledge, experience and the services that we provide.

Confidentiality -

“We will always apply the highest level of confidentiality to each job.”

At North Pointe we will never disclose information regarding our clients or their companies without the legal or professional right to know.

Competence -

“We only employ the nations most experienced consultants.”

At North Pointe we understand the power of knowledge. That is why when called, clients can feel confident that they are working with the industries best.

Value -

“We receive fees directly in line with the results that we bring to our clients.”

At North Pointe our fee schedule, while under the national average, is one that will allow clients to recognize a true value .



The importance of shared values

The sharing of values unites the ownership and the consultants of North Pointe Consulting Services. These very values pave the way for our employees to do the right thing, provide exceptional value and service to our clients, as well as maintaining a level of trust with our clients.

North Pointe Consulting Service's Shared Values are:

- **Integrity**
- **Exceptional Value to our clients**
- **Commitment to our contractors**



Maintaining Public Trust

At North Pointe Consulting Services we know that our reputation is based not only on the character and integrity of our people but also on the quality of our work. We will continually strive to be the best in our industry as well as hire only contractors who share our ethical principles.

We believe that commitment to quality operates by using three pillars: the individual, the team, and the company. Each person is responsible for the quality of the service that they provide.