

# New Experience Nonprofit Services LLC

## Code of Ethics

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- We will serve our clients with integrity, competence, independence, objectivity, and professionalism.
- We will mutually establish with clients realistic expectations of the benefits and results of our services.
- We will only accept assignments for which we possess the requisite skills and competence to perform and will only assign staff or engage colleagues with the knowledge and expertise needed to serve clients effectively.
- We will work with clients to establish a mutual understanding of the objectives, scope, work plan, and fee arrangements before accepting any engagements.
- We will treat appropriately all confidential client information that is not public knowledge, take reasonable steps to prevent it from access by unauthorized people, and will not take advantage of proprietary or privileged information for any reason without the client's permission.
- We will avoid conflicts of interest or the appearance of such and will immediately disclose to the client circumstances or interests that may influence our judgment or objectivity. We will offer to withdraw from a consulting assignment when we believe our integrity or objectivity may be impaired.
- We will refrain from inviting an employee of an active or inactive client to consider alternative employment without prior discussion with the client.
- We will not accept commissions, remuneration, or other benefits from a third party in connection with the recommendations to a client without that client's prior knowledge and consent, and I will disclose in advance any financial interests in goods or services that form part of such recommendations.