

The International Coach Federation

Certificate of Membership

is hereby granted to:

Lynne Snead

Pledge of Ethics

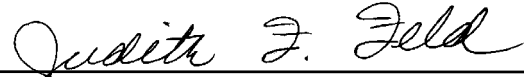
As a professional coach, I acknowledge and honor my ethical obligations to my coaching clients and colleagues and to the public at large. I pledge to comply with ICF Standards of Ethical Conduct, to treat people with dignity as free and equal human beings, and to model these standards with those whom I coach. If I breach this Pledge of Ethics or any ICF Standards of Ethical Conduct, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that ICF's holding me accountable for my breach may include loss of my ICF membership or my ICF certification.



**International
Coach Federation**

Member Number: 1015294

Expiration Date: 01/31/2005



Judith F. Feld, MS, MAS, CMC, MCC
President



Daniel A. Martinage, CAE
Executive Director