

Vision Financial Search_{LLC}

accounting & financial recruiting

The Vision Financial Search LLC Code of Professional Ethics establishes ethical standards of conduct for all employees. The Code serves as a framework from which we conduct ourselves professionally and make any business decision involving our clients and candidates. All employees are required to review and affirm their commitment to this Code upon commencement of employment with Vision Financial Search LLC. Annually, all employees certify that they have and will continue to comply with all of the commitments documented in the Code. We strongly believe that our success is reliant upon strict adherence to this Code.

C O D E O F P R O F E S S I O N A L E T H I C S

We will always promote what is in the long-term best interest of the clients we serve and the candidates we represent.

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We are committed to the principle of equal employment opportunities for all individuals. We will consider all candidates equally and never discriminate based on race, color, sex, national origin, religion, age, disability or any other attribute protected by law.

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We will not share any personal or professional information provided by a candidate, client or referral source with any third party without prior consent.

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We will disclose all known details of any position presented to a candidate. This will include the history of the position, roles and responsibilities, compensation information and long-term growth potential. The position will be presented objectively and accurately.

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We will disclose all known professional details of any candidate's employment record to a client. We will be objective when presenting candidates and provide a thorough and comprehensive understanding of the candidate's qualifications.

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We will not recruit candidates from existing clients.