

# The International Coach Federation Certificate of Membership

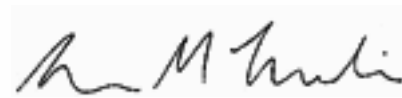
is hereby granted to:

Mr. Paul G Bailey, TCA (Dist)

## ***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.



Karen Tweedie, PCC  
ICF President - 2009



Gary E. Boyler  
ICF Executive Director

**Member Number:** 0090022781

**Expiration Date:** March 31, 2010