



Association of  
Career **Firms**  
INTERNATIONAL

*The World's Voice on Career Issues*

**Our organisation is  
member of the  
Association of Career  
Firms Europe and  
therefore obliged  
and committed to:**

↪ act with **integrity** and  
**professionalism**

↪ respond to **individual needs**  
with **trust, respect, confidentiality**  
and **understanding**

↪ ensure that **personal**  
**outcomes** are **paramount** – making  
**no assumptions** and **listening** to  
**individual needs**

↪ create an environment that  
enhances **learning** and **personal**  
**development** for **all**

↪ promote a culture of  
**continuous improvement** and  
**customer satisfaction**

↪ deal **fairly, consistently** and  
with **clarity** in all our business  
relationships.

# MEMBER 2013

## This is to certify that

# 10Eighty

is a member in good standing and as such has  
agreed to uphold the high standards of  
professionalism and integrity required of all  
associated members in serving both client  
organisations and individuals.

Herbert Mühlenhoff  
*President ACF International*

Bev White  
*President ACF Europe*