



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 2016

This is to certify that

OTM Karriereberatung GmbH

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 Mühlhoff
President ACF International

Bev White
President ACF Europe