



# ***Certificate of Membership***

is hereby granted to

## **Norbert Bollow**

### **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.*

A handwritten signature in black ink that reads "Sara C. Smith".

Sara Smith, MCC  
2020 Chair, ICF Professional Coaches  
Global Board

A handwritten signature in black ink that reads "Magdalena Mook".

Magdalena Mook  
ICF Executive Director

**Member Number:** 0092225321

**Expiration Date:** June 30, 2020