



Utility Management Consultants, Ltd.

Honesty and Integrity Statement

It is in the best interest of both parties to execute this agreement. As an Employee, Business Associate, Supplier, Customer or Independent Contractor, (hereafter, ASSOCIATE) of Seven - Utility Management Consultants, Ltd., I will illustrate the utmost honesty and integrity in all business dealings whatsoever. J. Andrew Associates, Inc. and Seven – Utility Management Consultants, also makes this vow to ASSOCIATE.

I will use the highest ethical standards in all business dealings.

Should an instance occur where a decision needs to be made where there is a question of honesty or integrity (i.e. an opportunity to deceive, misrepresent or grossly exaggerate claims) ASSOCIATE will consult with Jason Mass or an officer of J. Andrew Associates, Inc. or Seven – Utility Management Consultants, Ltd. to determine appropriate course of action.

J. Andrew Associates, Inc. and Seven – Utility Management Consultants, Ltd. will have a zero tolerance policy for any suspicious activities. Violations can result in termination of Business agreement.

Both parties intend to have an honest, open, ethical and fruitful business relationship between ASSOCIATE and J. Andrew Associates, Inc., and Seven – Utility Management Consultants, Ltd.

Signed and Accepted:

J. Andrew Associates, Inc. and Seven – Utility Management Consultants, Ltd.

Signed and Accepted:

ASSOCIATE

For Seven – Utility Management Consultants, Ltd. And J. Andrew Associates, Inc.

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