

BOONOONOONOZ / WILLIAM VRUZ LLC / EMPLOYNOPLY - CODE OF ETHICS AGREEMENT

We, the workers, contractors, and associates with Employnoply, have a deep and abiding desire to show that we are worthy of the special trust that the communities we serve have placed in us. I commit to living the following values to show that I am worthy of that trust.

INTEGRITY AND HONESTY

Integrity and honesty are the foundation on which trustworthiness is built. It means people can believe what I say, I act in accordance with my deepest values, I put principle ahead of my own ego, and I do the right thing even when it is hard.

PRODUCING RESULTS FOR MY COMMUNITY

Public finance offices have an important job. Doing that job well honors the trust the public has placed in me.

TREATING PEOPLE FAIRLY

Local governments depend on trusting relationships. Therefore, I will treat people fairly and develop processes and procedures that are fair.

DIVERSITY AND INCLUSION

Embracing diversity and fostering inclusiveness helps finance offices cultivate organizations and promote policies that reflect the communities they serve. When people feel included, they see that I am concerned for their wellbeing. That shows I am worthy of their trust.

RELIABILITY AND CONSISTENCY

When I consistently apply my standards - especially to myself – I honor my commitment to the community I serve and make it easier to do the right thing even when faced with challenging circumstances.

Print Full Name _____

Signature _____

Date _____