

The International Coach Federation Certificate of Membership

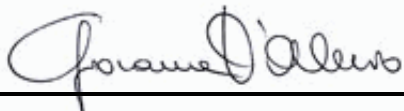
is hereby granted to:

Mr. Martin Hoyle

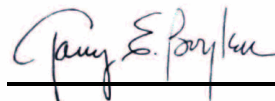
Pledge of Ethics

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.



Giovanna D'Alessio, MCC
ICF President - 2010



Gary E. Boyler
ICF Executive Director

Member Number: 0010387661

Expiration Date: March 31, 2011