

THE WORLD'S ONLY CERTIFICATION,
EDUCATION AND SUPPORT PROGRAM
FOR FIVE ISO QUALITY PEOPLE MANAGEMENT
AND HUMAN RESOURCES STANDARDS





TABLE OF CONTENTS

I	OVERVIEW	1
II	ISO CERTIFICATION OPTIONS	2
III	DETAILS ON CERTIFICATION OPTIONS, PROCESSES, FEES	5
	I. ISO PROFESSIONAL CERTIFICATION	5
	II. ISO CERTIFICATIONS FOR ORGANIZATIONS	8
	III. ISO CERTIFICATIONS FOR TECHNOLOGY	11
IV	THE BUSINESS MODEL FOR AUDITORS/DEVELOPERS	14

The International Center for Enterprise Engagement at TheICEE.org
is located at the offices of the Enterprise Engagement Alliance:

520 White Plains Rd.
Suite 500
Tarrytown NY 10591 USA

Contact:
Bruce Bolger, Managing Director
Bolger@TheICEE.org; 914-591-7600, ext. 230



I. OVERVIEW

The five new certifications for ISO human capital standards introduced by the International Center for Enterprise Engagement at TheICEE.org have arrived just when human capital management is becoming a mandate everywhere:

- In the U.S., the Securities & Exchange Commission has proposed new rules for human capital disclosures in filings by public companies that likely will take effect in 2020.
- The European Union has mandated that individual member states have human capital disclosure requirements in place for any company with over 500 employees within the next few years, depending on the country.
- The working group that manages 60 ISO management standards has determined for the first time that human capital management is critical to management success and has added new so-called Annex SL requirements that require a CEO-led, strategic and systematic approach to any of the standards that addresses the needs of all interested parties or stakeholders—a community of nearly 2 million organizations worldwide.

KEY BENEFITS OF ISO STANDARDS

ISO standards can do for quality people management and other human resources practices what ISO 9000 standards accomplished for quality manufacturing: improve results, efficiency, and experiences through a CEO-led strategic, systematic, and auditable approach.

THE FOUNDERS

ICEE was launched by Dr. Ron B. McKinley and Lee S. Webster, the founders of the ISO working group 260 that created the first four human resources standards now available for certification by ICEE, and which coordinated with the working group that created the ISO 10018 standard for quality people management. ICEE is the first and currently only organization offering certifications for these ISO standards. Founded by the people who led the creation of the ISO human capital standards, ICEE is dedicated to ensuring the highest degree of credibility for the standards they have dedicated more than a decade to accomplish by providing comprehensive education for each standard and to help certified individuals or companies benefit from them.

WHAT

The five standards available for certification, including individual professional certification, organizational certification, and technology certifications, are:



ISO 10018 quality people management to demonstrate a CEO-led strategic and systematic approach to achieving organizational goals in a sustainable way by addressing the needs of all stakeholders.



ISO 30414 human capital internal and external report to demonstrate commitment to transparent disclosures relevant to all stakeholders.



ISO 10667 assessment services certification for organizations dedicated to best practices in human resources and other feedback and assessment.



ISO 30401 knowledge management certification for the strategic and systematic approach to managing organizational information in a sustainable way and getting it into the right hands.



ISO 30409 workforce management certification for the effective utilization of personnel over time.

How

ICEE's sister organization, the Enterprise Engagement Alliance at TheEEA.org, provides complete training for professionals whose services will be needed to help organizations improve their performance, efficiencies, and experiences for the benefit of all stakeholders or to provide audits for such activities for those organizations seeking an independent appraisal of their processes and/or wishing to earn ISO organizational certifications for their efforts.

WHO BENEFITS

The coming human capital mandate and the sustainable economic benefits of having a CEO-led strategic and systematic approach to engaging all stakeholders provide a unique new opportunity for:

- Professionals seeking to help organizations address and profit from the new human capital imperative.
- Organizations seeking to demonstrate to their communities their commitment to the implementation of effective practices related to the human capital processes and outcomes.
- Solution providers seeking to demonstrate their commitment to providing their clients the most effective processes.
- Technology companies seeking to effectively support the practices covered by these standards.



II. ISO CERTIFICATION OPTIONS FROM ICEE

ICEE and its sister organization the Enterprise Engagement Alliance provide the only certification, education, and outreach activities for five ISO standards addressing the growing need for a CEO-led strategic and systematic approach to the processes involved with the management of all human capital and stakeholders—employees, customers, distribution partners, communities, shareholders, and regulators.

PREPARATION

In addition to providing certifications, ICEE's sister organization, the Enterprise Engagement Alliance, provides complete information on the field through its free media properties at EnterpriseEngagement.org; the training materials required for each certification, including a primer, related books, decks, and scheduled webinar courses on each standard.

There are three types of certifications for each standard:

PROFESSIONAL CERTIFICATIONS FOR INDIVIDUAL AUDITORS AND DEVELOPERS.

These certifications are for individual professionals that seek to either develop or audit ISO compliant processes.

ORGANIZATIONAL CERTIFICATIONS FOR PRACTITIONERS AND SOLUTION PROVIDERS.

These are for organizations that seek to ensure they are implementing effective processes and/or to market that commitment to their communities.

TECHNOLOGY CERTIFICATIONS.

These are for technology company software applications that seek to support effective practices related to these standards.

WHO CAN BENEFIT

- Individual professionals seeking to gain certifications either to audit or develop ISO compliant processes; the same individual cannot do both for the same organization.
- Corporations seeking certification as practitioners to improve processes and outcomes and mitigate risk or as solution providers to demonstrate commitment to effective practices.
- Technology companies seeking certification to demonstrate commitment to supporting and automating effective human capital practices.

DISTINCTIONS BETWEEN AUDITORS AND DEVELOPERS

While auditors cannot provide development services for the same organization for which it provides an audit and vice versa, the training and audit preparation is designed to ensure that certified professionals understand both sides of the process, as self-auditing is an important part of process development and implementation.

PRIVACY PROTECTION

ICEE provides a non-disclosure agreement to ensure the privacy of all material submitted by candidates. ICEE makes every attempt to ensure that no organization goes through the audit process without being able to fully self-audit in advance, but in the rare case of an organization failing to achieve an audit, no information about the organization's status is ever made public and is kept in the strictest of confidence.

EDUCATION REQUIREMENTS

Please note that all certifications require a college-level diploma from a recognized college or university, and that Senior Advisor certifications require a master's degree. Please note that exceptions may be considered in the case of candidates with significant relevant business experience or accomplishments.

COST ACCOMMODATIONS/SCHOLARSHIPS

Where possible and appropriate, ICEE provides accommodations on pricing on terms based on average income standards in different parts of the world. Scholarships or lower costs are also available based on income or size or stage of the company. People with years of experience in auditing may not have to meet the minimum requirement of least three years of management experience in any area of a business if they have at least two years of actual experience in conducting professional or related types of audits. These decisions are made by the ICEE board.



III. DETAILS ON THE CERTIFICATION PROCESSES AND FEES

This section covers:

- I Professional Certifications
- II Organizational Certifications
- III Technology Certifications

I. PROFESSIONAL CERTIFICATIONS FOR INDIVIDUAL AUDITORS AND DEVELOPERS SEEKING TO HELP ORGANIZATIONS

There are three levels of certifications for individual professionals seeking to provide development or auditing of ISO-compliant processes in the standards. The options include:

A) EEA CERTIFIED PRACTITIONER

This individual has demonstrated a basic understanding of the standard, principles, and application. The candidate must demonstrate a proficiency in the standard in a half-hour recorded web meeting with a certified ICEE examiner. This is not an actual ISO certification: the individual receives an EEA Certified Practitioner designation in that area of practice. It is most applicable for people involved with implementation of a standard or sales of products and services to support it who will not actually develop or audit processes to a standard.

Education requirement: Bachelor's degree from a recognized college or university.

B) ISO PROFESSIONAL CERTIFICATION

This individual has demonstrated a proficiency for developing or auditing a compliant process for the area of practice related to the standard; i.e., ISO 10018 quality people management, ISO 30414 human capital reporting, ISO 30401 knowledge management, etc.

Qualifications: The candidate must have at least three years of business management experience with employees and budget accountability or at least two years of auditing experience in almost any area of business. The exercise includes submission of a written audit or development plan based on a case study provided or of the candidate's own organization or client subject to the ICEE NDA. In addition, the individual must demonstrate proficiency in the standard and processes involved with an audit and development in a one-hour recorded web-meeting that demonstrates a firm grasp of how to conduct an audit and develop a compliant process.

Education requirement: Bachelor's degree from a recognized college or university.

C) SENIOR ISO CERTIFICATION

The individual has demonstrated expertise through demonstration of actual audit or development processes that are auditable by an ICEE examiner and/or through actual experience that can be confirmed by an ICEE senior examiner.

Qualifications: Senior ISO certification requires at least five years of management experience in one or more areas of an organization; at least three years of audit experience in any field or demonstrated experience in the development of compliant processes in the specific area of practice through submission of verifiable case studies.

Education requirement: Master's degree or equivalent experience.

HOW TO ACHIEVE EEA CERTIFIED PRACTITIONER, ISO PROFESSIONAL, OR SENIOR ADVISOR CERTIFICATIONS

STEPS

01

Determine what type of certification you wish and what level: EEA Certified Practitioner, ISO Professional, or Senior Advisor level certification

If you believe you are ready to move to the actual professional certification, you can skip the Certified Practitioner stage.

02

Join the **Enterprise Engagement Alliance** as a professional or corporation to gain access to the training materials for the certification, which, depending on the course, will include a book, deck, or manual that will prepare candidates for the exam.

03

Participate in the scheduled monthly or quarterly three-class, one-hour webinar courses on the certification of your choice or access a recorded version. See TheICEE.org for a schedule, which will be significantly expanded in the coming months.

04

When you feel you are ready for the exam, notify the International Center for Enterprise Engagement to schedule your appointment. You will have to pay 100% of the exam fee in advance, and credit cards are accepted.

05

The exam procedure

At the beginning of your web meeting exam, you will be asked a few quick questions to ensure you understand the scope of the exam and then it will proceed. The questions relate specifically to the content provided in the education materials and are designed to establish a clear understanding of the principles and tactics of the standard, not to trick people. Candidates are judged on their overall understanding of the key principles of the standards, including the whys; the general principles; the tactical framework, applications, and other key issues clearly covered in the advance training. For those seeking an EEA Certified Practitioner designation, the process involves successful completion of the oral exam. In most cases, you will know immediately upon the conclusion of the meeting if you have passed. There are no grades. Successful candidates will receive a letter of certification and the relevant Certified Practitioner certification and be listed in the EEA's membership directory and/or Enterprise Engagement Advisors solution provider directory at EEXAdvisors.com as long as they remain an EEA member in good standing.

06

For Professional ISO Certifications: These candidates must demonstrate the ability to develop or audit an ISO-compliant process by writing a development or audit plan based on a case study provided by ICEE for the exam or an actual project managed by the applicant, as well as have the years of business experience above.

07

For Senior Advisor Certifications: These candidates either can have a compliant process that they developed or audited for the standard followed by an ICEE senior examiner or submit actual work that can be verified.

Please note the education requirements.

FEES AND BENEFITS FOR PROFESSIONAL ISO CERTIFICATION

EEA Membership fees

Candidates must join the Enterprise Engagement Alliance at TheEEA.org to gain access to the necessary training material. Cost is \$250 for individual professionals; \$550 for companies.

EEA Membership benefits:

- Access to training material for all available certifications in the form of the books, manuals, or decks used for education, as well as scheduled monthly or quarterly courses consisting of three, one-hour webinar classes conducted by an expert in each standard.
- A listing in the Enterprise Engagement Solution Providers directory for solution providers and in the EEA membership directory for practitioners seeking to become known as professionals in the field.
- A weekly newsletter designed to brief members on latest trends, research, solutions, case studies, mergers and acquisitions in the field, professional opportunities, and more.
- Discounts to events, products, and services, from a growing community of engagement solution providers and educators, as well as referral fees for advisors and consultants from participating solution providers.
- Includes the right to use the logo for the certification earned as long as one remains as a member in good standing.

CERTIFICATION EXAM COSTS:

EEA Certified Practitioner Examination	\$250 every five years per individual.
ISO Professional Certification	\$2,500 every five years.
ISO Senior Certification	\$3,500 every five years.

Cost accommodations: Scholarship and adjustments for country income standards are available based on circumstances and the country. There are no discounts available for the EEA Certified Practitioner designation because of its minimal fees and costs involved.

Language translations: Translation services for both the live and written exams are provided at cost by a worldwide recognized translation services.

Use of the ISO logo: EEA membership includes use of the ISO logo for professional certifications for a period of five years provided the individual or corporation is in good standing as an EEA member.

II. ISO ORGANIZATIONAL CERTIFICATIONS

Companies can become certified either as practitioners to demonstrate their commitment to the application of effective practices related to the standard or as solution providers demonstrating their commitment to providing ISO compliant audit or development services. Any organization, or division of an organization, can become certified, provided it has a CEO or division-head led strategic and systematic approach to the practice involved with the standard.

Organization audits are conducted once every three years; i.e., they must be completed by the end of the fourth year following each audit so that no more than three full years elapses between each audit.

A. EMPLOYERS SEEKING TO BECOME ISO CERTIFIED AS PRACTITIONERS OF STANDARDS

This option is for companies seeking to demonstrate to themselves and/or others that their processes for managing key practices follow effective processes in an auditable, reportable manner.

01

Join the Enterprise Engagement Alliance.

The EEA membership includes access to all the membership benefits, education and background information your organization will need to profit from the standard. While EEA membership is not required for the purposes of gaining an ISO certification for organizational practitioners, the EEA provides extensive information, including all the information needed to avoid embarking on a certification until the organization is ready. Note, in either case, the organization must purchase the actual standard directly from ISO, roughly \$150 U.S. depending on the exchange rate with the Swiss franc.

02

Familiarize yourself with the standard and audit process.

Take advantage of the material provided by the EEA as well as a pre-audit checklist that is included to conduct your own informal audit or gap analysis.

03

Step 3: Benefit from one-on-one senior expert assistance.

Take advantage of a 30-minute meeting with a senior ICEE examiner to help you assess your situation and best strategy. At this time, ICEE can provide an estimate of the cost of the audit. (See below).

04

Schedule a formal gap-analysis.

When your organization considers itself ready, contact ICEE to schedule a preliminary gap-analysis with your team—usually no more than a 60-90 minute conference call, which will conclude with preliminary findings and recommendations from the examiner related to the audit. This is followed by a written gap-analysis report with recommendations related to what will be needed to achieve the certification.

05

The audit process.

Once your organization is ready, a meeting will be scheduled generally a minimum of four weeks in advance of the on-site audits. These start with a meeting with your certification team to review the certification management plan; documents provided to substantiate your practices and answer any questions; a meeting with your CEO or head of the division; individual 15 minutes with key organizational management relevant to the standard; and 15-minute meetings with employees relevant to the standard. These meetings are held to confirm a general understanding of the processes related to supporting that standard as outlined in the certification management plan submitted. Depending on the standard, the audit might include a general guided tour of the operation for the auditor to review any on-site implementation of the standard. ICEE understands the need for many organizations to comply with PCI compliant practices.

If the organization has more than one location, depending on the size of that organization and the specific standard, the auditor may have to visit some or all the locations—a determination that is made during the expert assistance phase. An audit requires generally one day on location, if the organization has only one location. Depending on the standard, the audit may require about a half day at each additional location. If there are many locations, the auditor will determine the appropriate number and type of locations to visit.

At the completion of the audit, a preliminary determination can usually be provided on a conference call including the desired management representatives. If there are gaps to address, the organization receives a preliminary report with a gap analysis, with what is required for certification, etc., so that your organization can determine an action plan and timeline. In most cases, a future visit will not be required but rather the submission of substantiation of the elements deemed critical to demonstration of a strategic and systematic approach that addresses the needs of the interested parties as it relates to each standard. If an additional visit is required, the cost is generally assessed on a per-hour fee plus travel expenses (see below.)

06

Step 6: ISO Certification

As noted, ISO certifications are pass-fail. However, the ICEE examiner will provide additional detailed information your organization can use to potentially improve its processes or results as part of the final written audit report. Upon successful completion, your organization will receive a letter from ICEE stating that its processes have met the requirements of the standard, and you can tell your audience that your practices officially comply with the ISO standard as certified by the auditor.

FEES FOR ORGANIZATIONAL AUDIT COSTS

\$7,500 based on one location. add \$1,500 per location.

The number of locations to be audited is generally determined in the additional gap analysis phase. Travel expenses are not included, as well as a possible supplement for extra travel hours due to distances involved—all disclosed and agreed upon in advance.

Note: Discounts may be applied to small, not-for-profit organizations, or government agencies.

OPTIONAL USE OF THE ICEE ISO CERTIFICATION LOGO

Organizations that see the benefit of displaying and marketing the ISO logo to its stakeholders can license the use of the logo, which includes:

- Use of the authorized ISO logo in all talent, customer, community, shareholder, etc. communications.
- A listing of your company in the ICEE and EEA web sites of certified companies.
- An article about your company in EEA's media platform at EnterpriseEngagement.org, with an audience of about 20,000 people per month.
- An ICEE press release about your certification for use in your own community.
- Participation in optional speakers and media spokesperson program.

ANNUAL COST (INCLUDES ALL MEMBERSHIP BENEFITS FOR YOUR EMPLOYEES IN THE ENTERPRISE ENGAGEMENT ALLIANCE)

COMPANIES SALE RANGE	COST PER YEAR
under \$1 million per year	\$2500
\$1 million to \$50 million sales range	\$3,500
over \$50 million to \$500,000 million	\$4,000
over \$500 million to \$1 billion	\$5,000
\$1 billion per year in sales	\$7,500

B. SOLUTION PROVIDER COMPANIES SEEKING TO BECOME ICEE ISO CERTIFIERS OR DEVELOPERS

There are two levels of solution provider companies seeking to demonstrate their commitment to effective practices: the standard ISO certification and the Senior Advisor level for organizations that can demonstrate in house capabilities to design and manage the implementation or auditing of these processes.

STEPS

01

Join the Enterprise Engagement Alliance at TheEEA.org at the corporate level.

02

Have two people on staff or on retainer who have accomplished the ISO Professional Certification for that standard.

03

Provide a detailed case study of an actual ISO-standard process audited or developed for a client, with a copy of the overall standards implementation plan; visual or other documentable tactics involved, and results. There is no site-visit required to provide the standard ISO solution provider certification. This process includes a 60-minute web meeting with your key team.

04

Senior advisor status. This level of certification requires an on-site meeting for your organization to demonstrate a general organizational commitment to and understanding of the practices and standard involved. The process doubles as a useful training and benchmarking exercise. Prior to the meeting, a pre-evaluation web meeting of 30-60 minutes is conducted to make sure that the company is likely to qualify. The on-site visit by a senior auditor includes a meeting with the certified employees/advisors; the CEO or division head; key team leaders, and meetings with sales and project leaders with activities related to the standard. The purpose of the face-to-face meetings is to ascertain their general understanding of the practice, the role of the standard, and how each individual's specific roles affect positive outcomes. The meeting includes a 50-minute team presentation of one or more case studies of actual processes developed or audited. The day-long meeting is followed by a written report providing any useful insights the senior examiner might have noted.

Audit Cost for standard ISO certification: \$2,500 every three years.

Audit Costs: \$5,000 based on one location. There is rarely a need to visit multiple locations for this certification.

Travel expenses are additional, as well as a possible supplement for extra travel hours if intercontinental travel is involved.

Cost Accommodations: Discounts may be available to smaller or startup companies with sales of under \$1 million per year.

OPTIONAL USE OF THE ISO LOGO

Organizations that see the benefit of displaying and marketing the ISO logo can license the use the logo for their marketing, which includes:

- Use of the authorized ISO logo in all talent or customer marketing materials.
- A listing of your company in the ICEE and EEA web sites of certified companies and in the Enterprise Engagement Solution providers directory.
- An article about the company in EEA's media platform at EnterpriseEngagement.org.
- A press release for use in your own community.
- Participation in optional speakers and media spokesperson program.

ANNUAL COST (INCLUDES ALL MEMBERSHIP BENEFITS FOR YOUR EMPLOYEES IN THE ENTERPRISE ENGAGEMENT ALLIANCE)

COMPANIES SALE RANGE	COST PER YEAR
under \$1 million per year	\$2500
\$1 million to \$50 million sales range	\$3,500
over \$50 million to \$500,000 million	\$4,000
over \$500 million to \$1 billion	\$5,000
\$1 billion per year in sales	\$7,500

III. ISO TECHNOLOGY CERTIFICATIONS

The founders of ICEE believe that technology can help support many of the processes involved in ISO standards and therefore provides certifications for technologies that help organizations strategically and systematically address the processes and practices involved. Note that the certification is not based on the examiner's subjective appreciation for the technology's user interface or other features, but rather on whether it supports the key framework of the standard.

STEPS

01

Join the Enterprise Engagement Alliance.

This includes access to all the membership benefits, education and background information your organization will need to profit from the standard. While EEA membership is not required for the purposes of gaining an ISO certification for practitioners, the EEA provides extensive information, including all the information you need to avoid embarking on a certification until you are ready. Note, in either case, you must purchase the actual standard from ISO, roughly \$150 U.S. spending on the exchange rate with the Swiss franc.

02

Familiarize yourself with the standard and audit process.

Take advantage of the material provided by the EEA as well as a pre-audit checklist to conduct your own informal audit or gap analysis of your technology.

03

Benefit from one-on-one senior expert assistance.

Take advantage of a 60-minute meeting with a senior advisor to help you assess your technology specifications and any potential gaps. At this time, ICEE can provide an estimate of the cost of the audit. (See below).

04

Schedule a formal gap-analysis.

When you are ready, contact ICEE to schedule a formal gap-analysis with your team—usually a 60-minute meeting followed by a written report with recommendations related to what will be needed to achieve the certification. At this time, your organization will be informed precisely of what it will need to document compliance. This generally involves providing sales and marketing materials and technical specifications that substantiate your claims that the technology is compliant as well as the actual technology demonstration.

05

The audit process.

Once you are ready, a web meeting will be scheduled with your senior management, sales, marketing and technical team to review and demo and for the examiners to ask questions about the technology based on the materials provided substantiating your claims. This web meeting is recorded and can be shared with your team. Otherwise, it is for internal use only and subject to the ICEE NDA.

A second meeting is then scheduled with both a senior ICEE auditor and technical advisor to review both the participant-employee features as well as the administrative features to verify compliance.

Assuming achievement of the certification, the recipient receives a letter documenting that its technology meets the requirements of the certification. By the end of the second demo, the examiner will generally be able to provide a preliminary result and/or identify the features that will need to be added or adjusted. The final written report will include the examiner's subjective evaluation as well for the benefit of help your company improve the technology.

The examiner will ask for a link to the technology each year as well as to a guest access to ensure continued general compliance.

Audit cost and report: \$3,000

OPTIONAL USE OF THE ISO LOGO

Organizations that see the benefit of displaying and marketing the ISO logo can license the use of the logo for their marketing, which includes:

- Use of the authorized ISO logo in all marketing materials.
- A listing of your company in the ICEE and EEA web sites of certified companies.
- An article about the company in EEA's media platform at EnterpriseEngagement.org.
- A press release for use in your own community.
- Participation in optional speakers and media spokesperson program.

ANNUAL COST (INCLUDES ALL MEMBERSHIP BENEFITS FOR YOUR EMPLOYEES IN THE ENTERPRISE ENGAGEMENT ALLIANCE)

COMPANIES SALE RANGE	COST PER YEAR
under \$1 million per year	\$2500
\$1 million to \$50 million sales range	\$3,500
over \$50 million to \$500,000 million	\$4,000
over \$500 million to \$1 billion	\$5,000
\$1 billion per year in sales	\$7,500



IV. THE BUSINESS MODEL FOR PROFESSIONAL AUDITORS, DEVELOPERS, AND SOLUTION PROVIDERS

Having a professional or solution provider certification opens a valuable business opportunity at a time of growing focus on human capital management. Your Professional ISO certification comes with a complete sales, marketing, and training package on which you can generate fees, as well as the right to license the ICEE ISO logo on an ongoing basis on which you receive an ongoing share to certify other professionals or solution providers.

Your certification enables you or your organization to build your own network of developers or auditors reporting to you using the same model ICEE is using to help you in such a way as you can achieve recurring revenues through:

1. EEA memberships.

You and your company receive 10% of membership fees generated by people seeking certification for as long as they remain members.

2. Exams for Certified Practitioners and ISO Certifications.

You or your organization will be \$100 per hour paid by ICEE for administering exams, usually one hour per Certified Practitioner Exam and up to 10 hours for both oral and written report review for full ISO certification.

3. Audits or development.

Provided you are an EEA member in good standing, you can use all the ICEE's materials to conduct your own audits and development programs and can charge whatever you wish and keep all the revenue. There is no need to subject your certification for review by ICEE if your client is not interested in the use of the ICEE ISO logo or accreditation, provided the ICEE's name is in no way affiliated with whatever letter of compliance you provide.

4. ICEE ISO logo license fees.

Should your clients wish to use the ISO logo that corresponds to the standard and obtain the same rights as your company in terms of the ability to create a network of auditors or developers; and or to use the logo for talent marketing, your company is entitled to 20% of the license fees for as long as your company is the auditor. The recorded webinar meeting and written report when applicable must be submitted to ICEE for approval before a logo will be issued, and personal contact will be made with each candidate based on the type of certification. All individuals and companies issuing standards under your supervision must also submit the same information to ICEE in order to access the ICEE ISO logo and marketing support program.

ICEE reserves the right to audit any candidate or company at any time in a professional and transparent manner and to withdraw the right of an auditor at any time, as someone that individual or organization as certified as an auditor, to use the logo.

Note: ICEE ISO standards are not a multi-level marketing program. It is expected that each certified professional or organization will personally vouch for the integrity of its own community, because their own certification will be subject to loss if there is any question as to the quality of the audits. ICEE believes that a multi-level marketing program would lead to conflicting interests inconsistent with the integrity of the ICEE brand of ISO human capital certifications.