



## Are you working with an NACCB member firm?

### What is NACCB?

National Association of Computer Consultant Businesses (NACCB) is the only nationwide organization solely devoted to representing IT staffing and solutions companies. NACCB members range from regional boutique firms to large companies with more than 50 offices. It is these firms and their employees who are creating a new paradigm for the flexible workforce driving the 21st Century economy.

### Make the right choice

As more and more organizations realize the bottom-line benefits of a flexible, technical workforce strategy, the competition among IT staffing firms for this business has turned fierce. The rapid and ongoing growth of this industry has led to a dramatic influx of staffing providers who vary widely in their capabilities and business practices. Now more than ever, it is critical that you work with knowledgeable, respected, principled and fair business partners committed to the highest standards of business ethics.

***That's why it pays to partner with an NACCB member.***

### Trusted IT staffing and project experts

NACCB members are IT staffing and project specialists with a proven ability to help clients achieve mission-critical objectives. In partnership with their clients, NACCB members develop and deliver flexible staffing strategies that enable organizations of all sizes to:

- Achieve and maintain an ideal technical workforce composition
- Quickly ramp up or decrease staffing levels in response to business demands
- Access difficult-to-find skill-sets on an as-needed basis
- "Try before you buy:" evaluate a potential employee's technical skills and cultural fit before hiring them full time
- Reduce the costs associated with hiring full-time staff who require longer-term financial commitments

### Does your IT staffing firm ...

- Belong to a renowned group of trusted IT staffing partners committed to helping clients maximize workforce performance?
- Operate under a precise set of ethical business practices and maintain the highest level of integrity?
- Participate in numerous training, networking and lobbying events in order to remain up-to-date on current industry trends, regulations, technology and best practices?
- Share their knowledge and expertise to help you make informed workforce staffing decisions, lower expenses and increase ROI?
- Have access to industry resources and research that enables them to advise you on changes in labor laws, contractor availability, labor market conditions and more?
- Reinforce the employer-employee relationship between staffing firms and consultants to mitigate co-employment risks?

**NACCB Member firms do all this ... and more.**

For these reasons — and many more— companies are turning to NACCB member firms for top IT talent and workforce guidance.

***The rapid and ongoing growth of the IT professional services industry has led to a dramatic influx of staffing providers who vary widely in their capabilities and business practices. Now more than ever, it is critical that you work with knowledgeable, respected, principled and fair business partners committed to the highest standards of business ethics.***

### **Work with a staffing partner of the highest integrity**

Every one of NACCB's more than 370 members subscribe to the following code of ethics — The NACCB Statement of Business Principles — that governs the way they do business.

- NACCB members DO adhere to the tenet of equal opportunity for all regardless of race, religion, color, sex, creed, age, marital status, sexual orientation or national origin.
- NACCB members DO abide by all applicable international, federal, state and local laws with regard to the operation of their businesses.
- NACCB members DO NOT engage in illegal restraint of trade, unfair competition, or violation of antitrust laws and DO promote free and fair competition among members.
- NACCB members DO NOT defame clients, consultants or competitors.
- NACCB members DO preserve all proprietary information relating to the business of their clients.
- NACCB members DO actively avoid misrepresenting a consultant's skills or experience.
- NACCB members DO NOT misrepresent a consultant's pay rate, contract terms, assignment duration, or other subjects pertinent to the business relationship.
- NACCB members DO NOT have unreasonable non-competition clauses or unfairly prevent a consultant from pursuing other opportunities.
- NACCB members DO refrain from soliciting employees of their own active clients.
- NACCB members DO NOT induce consultants to breach or improperly interfere with a contractual relationship.
- NACCB members DO have a clear policy for payment of consulting, marketing and recruiting personnel.
- NACCB members DO comply with clients' established business practices including those policies relating to gifts and gratuities to client employees.

### **Look for the NACCB Logo – You Won't Go Wrong**

NACCB members are strategic partners that continually work to understand your IT staffing challenges and respond with solutions that meet your needs. Be sure to ask if you are working with an NACCB member firm. When you engage the services of one of our valued members, you're making an investment in your company's success.



***Honesty • Integrity • Credibility • Knowledge • Fairness • Ethical Business Practices***