

	CODE OF ETHICS			Approved By: Bryan Wollam
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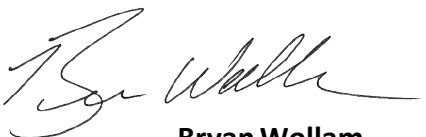
WOLLAM GROUPS CODE OF ETHICS

Wollam Groups, LLC is a premiere advisory group to the industry segments that we provide service. We provide auditing, advisory and training services and participate in the development of industry standards, specifications, codes and practices. We review our training, recommended practices and industry documents for content adequacy, effectiveness and suitability. Our CEO and Founder requires each employee, independent contractor, and affiliate to adhere to the Code of Ethics.

Professionals associated with Wollam Groups will:


- Conduct yourself professionally and with honesty, accuracy, fairness, responsibility and independence.
- Perform your duties with objectivity, due diligence, and professional care, in accordance with professional standards.
- Act at all times in the best interest of Wollam Groups, our clients, the public, while maintaining high standards of conduct and character.
- Maintain all qualifications, credentials, licenses and competency in your respective fields and strive to constantly improve your professional development and skills.
- Do not accept assignments for which you are not qualified to perform and can reasonably expect to complete with the necessary skills, knowledge and competence.
- Inform the Company and their clients of any business interests or affiliations which might influence your judgment or impair their fairness or be viewed as a potential conflict-of-interest.
- Maintain privacy and confidentiality of all information, data and intellectual property obtained in the course of your activities, unless disclosure is required by legal authority, and adhere to Nondisclosure Agreements.
- Never use Company's clients' information for personal benefit or release to inappropriate parties.
- Comply with all laws and regulations of the jurisdictions where professional activities are conducted.
- Complies with other professional standards and codes to which the company subscribes.

Our credibility and industry trust were not given but earned and strict adherence to the Code of Ethics will ensure that our credibility, reputation, and brand is not questioned.



Bryan Wollam

Chief Executive Officer

	NON DISCRIMINATION, EQUAL OPPORTUNITY AND PRIVACY POLICY			Approved By: Bryan Wollam
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NON DISCRIMINATION, EQUAL OPPORTUNITY AND PRIVACY POLICY

NON-DISCRIMINATION & EQUAL OPPORTUNITY POLICY

It is the policy of the Company to maintain a working and learning environment free of all forms of unlawful discrimination. The Company affords equal opportunity to all and shall not discriminate or make explicit reference of a discriminatory nature based on gender, race, color, sex, religion, age, ethnicity, marital status, disability, veteran status, socioeconomic status, sexual orientation or national origin.

PRIVACY & INFORMATION SECURITY POLICY

This privacy policy is intended to give our clients and participants confidence in the privacy and security of their personal information that we obtain or generate. The company maintains a copy of all training records for individual participants for a minimum of 7 years that we have qualified and/or certified in accordance with our accreditation requirements. We also maintain information and data pertaining to clients that we have serviced. All information obtained and or discovered is protected under a Non-Disclosure Agreement (NDA) that every company employee or affiliate of the company, to include our independent contractors have signed and that the company maintains on file. The company is not permitted to release any information, data that has been obtained or discovered to include training records without written permission and notification from our participants and/or clients.

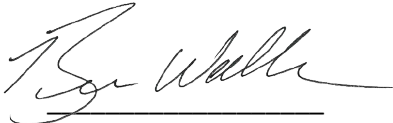
Examination papers are maintained, distributed, retrieved and translated (where relevant) in strictest security. Copies of examination papers are not supplied to any student or any other third party for any reason without written permission from our accreditation bodies.

For certification schemes the company may obtain information during the certification process from the applicant and from sources other than the applicant, candidate or certified person. This information is not disclosed to any unauthorized party without the written consent of the individual seeking certification.

RELEASE & ISSUANCE OF RECORDS

Upon successful completion of any learning event, Wollam Companies will provide the participant with proper documentation based on the type of training that was completed or certification achieved. In order to release personal (individual) training records and/or testing scores after the initial issue of the original documentation the participant must request them through INFO@WOLLAMGROUPS.COM. If the participant's company would like to receive a copy of the examination scores, the participant must request such release in writing. The company will ensure that all certified persons are notified in the event the company is required by law to release confidential information concerning a certification.

Upon completion of any auditing or consulting service to an organization the company will only release information gathered to include the inputs and outputs to the point of contact in the contract. Any other release will require a written request from executive management of the company (This excludes training records and exam scores which must be released by the participant).



Bryan Wollam, CEO
Chief Executive Officer