

# DELTA CONSULTING MEMBER CONDUCT AGREEMENT

[Spring 2024 & Fall 2024 Semesters]

**THIS MEMBER AGREEMENT** (“Agreement”) is made effective as of January 31st, 2024, by and between DELTA CONSULTING, hereinafter referred to as “Delta Consulting” or the “organization”, and Mahit Namburu, an entity hereinafter referred to as the “member” or the “consultant”.

## I. YEARLY COMMITMENT

A. In order to ensure the stability of Delta Consulting’s semester-long projects, the member acknowledges that this agreement binds the member to Delta Consulting for the entirety of the Spring 2024 and Fall 2024 semesters. Under no circumstances, unless for reasons deemed by the Delta Consulting Executive Board as valid (diagnosis of long-term illness, termination of student status at UC Berkeley, etc.), may the consultant abandon Delta Consulting responsibilities at any point during the Spring 2024 and Fall 2024 semesters. If the consultant is in a circumstance in which they *must* terminate their membership before the end of one Academic Year, the member must provide a formal written notice at least 1 month before membership termination and await approval by the Executive Board.

## II. NON-COMPETE

A. New members in their first year with Delta Consulting are subject to a non-compete clause. This means that they are not permitted to join any other full-consulting organization on the UC Berkeley campus. Members who have demonstrated their commitment to Delta Consulting and the ability to manage their time well will be free to join other consulting organizations from their third semester onward.

## III. STRIKE SYSTEM

A. Delta Consulting will operate on a semesterly ‘Strike System.’ An excessive amount of strikes (3 or more) may subject the consultant’s membership status to revocation following an in-depth discussion conducted by the organization’s Executive Board. This agreement will further outline the ways in which the member may receive strikes.

B. The following situations constitute a strike

I. Failing to provide notice of absence at least 24 hours before an event/meeting may be considered a strike-worthy offense.

II. Engaging in actions that are perceived as disrespectful towards other members

can be grounds for disciplinary action, including a strike.

III. Consistently failing to meet deadlines and being late to meetings may result in a strike.

#### IV. NON-DISCLOSURE/CONFIDENTIALITY

A. All Delta Consulting affairs deemed “confidential” or implied as confidential/sensitive should not be discussed or shared outside of the members of Delta Consulting. This may include clients, project affairs, all Delta Consulting documents, etc. Disclosing confidential affairs/sensitive information to people outside of Delta Consulting will result in at least a strike, if not a revocation of member status. When in doubt of a particular matter’s confidentiality, the member will assume it is indeed confidential. What happens in Delta stays in Delta. IV. ATTENDANCE

A. The member agrees to attend all mandatory Delta Consulting events (all general meetings, professional development, etc.) and arrive punctually. The member may only be excused from mandatory events if they have filled out the Excused Absence form at least 24 hours in advance with a valid excuse (illness, employment interview, emergencies, etc.). If the member has an unexcused absence, they will receive a strike. If there is any uncertainty about whether an excuse is valid, the member should clarify with the IVP.

#### V. MEMBER FEES

A. The member agrees to pay membership fees of \$65 unless there are barriers that stop the member from doing so, in which Amy Palm, the Internal Vice President, should be contacted.

#### VI. GENERAL CONDUCT

##### A. Delta Consulting Values

1. The member agrees to embody the values of Delta Consulting. They are passionate about education, they are professional, they are committed, and they bring a positive attitude.

##### B. Priority

1. The member prioritizes Delta Consulting highly among their commitments and will complete all work associated with the organization in a timely manner. The member acknowledges that being a part of a consulting organization at UC Berkeley is a large time commitment that may amount to anywhere from 8-10 hours per week, more if necessary. The more work you put into this organization, the more you will get out of it.

2. Time Commitment Breakdown:

- General Meeting Commitment: 1-3 Hours

- General Meeting: 1 Hour
- Professional Development Workshop (1st Semester Analysts Only): 2 hours
- Project Time Commitment: Weekly 3-4 hours
  - Workstations: 1-2 hours
  - Project Meetings: 1-2 hours

Please note that the time commitment breakdown provided above is subject to the terms and conditions outlined in the contract. Any changes or adjustments to the time commitment will be communicated and agreed upon by all parties involved.

3. The member agrees to respond to all Delta Consulting messages/emails within 24 hours and “react” to all general messages sent in Slack.

#### C. Respect

1. Respect is of the utmost importance. The member must be respectful in all settings and environments. The member will not dismiss others’ opinions, and will respect what everyone has to say.
2. Delta Consulting has zero-tolerance for hate speech, severe misconduct, and unethical behavior. The organization’s Executive Board reserves the right to dismiss any member from Delta Consulting if they conduct serious misbehavior inside or outside of Delta Consulting (racist/sexist remarks, sexual harassment, etc.).

#### D. Notification of Misconduct

1. The member agrees to report the misconduct of any Delta Consulting participant (Executive Member, Director, Project Manager, Analyst, etc.) to Amy Palm, Internal Vice President. All reports will be taken seriously, as Delta Consulting holds its members to a high standard.

### VII. ENTIRE AGREEMENT

- A. Except as otherwise expressly stated herein, this Agreement constitutes the entire agreement between the parties; sets forth all of the promises, agreements, conditions, and understandings between the parties. No subsequent alteration or addition to this Agreement shall be binding upon either party unless reduced in writing and signed by such party.

**IN WITNESS WHEREOF**, intending to be legally bound hereby, the parties have executed this

Agreement as of the date first set forth above.

DELTA CONSULTING MEMBER

A handwritten signature in black ink, appearing to read 'Mahit Namburu', is written over a horizontal line.

*Signature*

**Mahit Namburu**

*Printed Name*