

2008 Operating Covenant:

Bernie Hechanova :: BH Covenant 2008 Feedback_8201MSW.doc

I am sharing this document. Its purpose is to authenticate and summarize my subscription to **Core Values, Guiding Principle, Operating Guideline** and **Accountability Commitment**.

Sustainable Wellbeing is what I continually strive to attain. This document defines the framework and vital elements of my '*Personal Operating Covenant*' that **MUST** demonstrate consistent and congruent actions.

These attributes represent the foundation of my *Core Values*: **Trustworthiness, Respect, Responsibility** and **Courage** supported by;

- The *Guiding Principle* elements that require **Discipline, Fairness, Honesty and Congruency** reinforced by;

An *Operating Guideline* to demonstrate being **Practical, Organized, Systematic and Flexible** governed by;

- The foundation of the *Accountability Commitment*, defined by the elements of: **Reliability**, to be **Prepared**, to be **On Time** and to be a **Valued Contributor**.

My signature represents my personal conviction and affirmation of these established characteristics reflecting mutually-beneficial relationships.

Feedback is critical and from time to time, *I may request that you provide honest responses* in order for me to continually revalidate, improve, and stay committed in delivering these values, principles and guidelines, for execution and conduct of these foundation attributes.

By responding to this, you are confirming that you will be supporting this request and agree to participate in holding me accountable of my operating covenant!

NOTE: The categories of: Core Values, Guiding Principle, Operating Guideline and Accountability Commitments, I have established 4 elements that represent what I subscribe to for the calendar year of operation. By selecting these attributes, in order to effectively control and manage the subscription, for some elements it is further defined by additional sub elements. At the end of the operating year, based on your feedback, the primary elements are evaluated to determine areas of improvements or reinforcement.

Agreement by:
Effective Date:

BHechanova: Signature

Please return your confirmation by email to: **BHechanova@Comcast.com**