

WE'RE A TECH COOPERATIVE FOUNDED BY CONSULTANTS, FOR CONSULTANTS

Bringing organizations and consultants together, we tackle the challenge of enterprise software and deliver exceptional information technology services. We believe that what is good for clients, is good for consultants and good for everybody.

ENJOY THE BENEFITS OF WORKING WITH US:

- ⊙ You set your own rates.
- ⊙ Transparency is paramount. We're honest and clear with both clients and consultants.
- ⊙ Our reputation and success means working on the best projects.
- ⊙ We handle business details, including insurance, payment details, contracts & more.
- ⊙ Your resume is only submitted to a client if your skills and preferences match and with your approval.
- ⊙ We value and reward experience.

Our Model

We were founded in 2004 by a group of consultants frustrated by the usual experience. They saw a better way to do business. They envisioned an organization that supported consultants, acting like a partner and not just a middleman. But more than a club for consultants, they wanted to serve clients with excellence.

OUR SUCCESS SAYS IT ALL:

Staff around **100 consultants** per year.

Work with **Fortune 500**, higher education and state governments clients.

Five straight years with revenue around **\$10 million**.

"I get about 70% of my work through Iceberg. Our relationship has been great both professionally and personally. Iceberg's transparent pricing structure puts more of the money I'm earning in my pocket and they handle account management, client billing and vendor insurance. It's definitely a win-win!"

Tom Ackerman, Senior Business Analyst
Iceberg consultant since 2004

How It Works

So how does this work? Our goal is to be a partner, not just a middleman. That's why we take a smaller percentage, which means better pay for you and more attractive rates for clients.

Here's what it looks like:

- You set your own rates.
- We have a lean staff and take a minimal flat fee on any rate. That covers insurance, management and administration costs.
- We donate 5 percent of net profits to charity.
- Remaining profit is divided among our members.
- Board members and officers are unpaid volunteers.

Our consultants keep coming back because we handle the business details so they can focus on the work.



Scan now on your mobile device to sign up for Iceberg's email notifications of contract openings as they happen!

You can also see current Iceberg openings at: iceberggroup.org/join-us

"Having traveled with Accenture for years, I was looking to get off the road when a friend referred me to Iceberg. I was happy to find a group of such high caliber consultants. Plus we look out for each other—sharing leads and referring good people when we hear of opportunities. Iceberg has earned its good reputation."

Susan Pontaut, Senior Program Manager
Iceberg consultant since 2006

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