



## Join the most sought-after IT consultants in the Twin Cities

### And reap these benefits

- ▲ Set your own rates
- ▲ Get access to the best consulting opportunities in Minnesota and beyond
- ▲ Let Iceberg handle account management, billing and business insurance for a minimal fee

### FINANCIAL FACTS

- Iceberg consultants work with account managers to set their own rates
- Iceberg's cut is a flat \$10/hour on any bill rate
- \$6/hour goes to the account manager
- \$4/hour covers administrative expenses
- Board members and officers are unpaid volunteers
- 5% of net profits donated to charity
- Remainder of net profits allocated to member consultants and account managers



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

Or, if you're online now, [click here](#) to sign up.

You can also see current Iceberg openings at: <http://iceberggroup.org/Current-Openings/>

### First, a little history ...

Founded in 2004, Iceberg Technology Group is the brainchild of several IT consultants who, while working together at 3M, posed the question, "Why are we letting big-overhead consulting firms take 20 - 30% of our bill rate when we're the ones doing the work and often even finding our own gigs?"

It occurred to this group that they could follow the agribusiness cooperative model, so they found a lawyer and set up Iceberg as Minnesota's first IT consulting co-op.

"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, Sr. Business Analyst  
Iceberg consultant since 2004



*"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, Sr. Program Manager  
Iceberg consultant since 2006



## Iceberg's transparent model

Iceberg is unlike any consulting firm you've ever worked with. As a cooperative, we have a volunteer board made up of consultant-members who oversee Iceberg's mission to minimize the layers between clients and consultants, and direct revenue where it belongs—to the people who do the work. This board also directs the co-op's future. Having established a solid reputation for supplying top-notch talent, Iceberg is a preferred vendor at the Twin Cities' most prestigious companies. Our growth has been exponential:

### Revenue

- \$350,000 in 2004, our first year in business
- \$3.5 million two years later in 2006
- \$10 million by 2010

Starting with fewer than ten original consultants, we have expanded our base to nearly 1000 consultants engaged in functional and technical roles including:

- Business analysis
- Project management
- Software development
- Infrastructure/administration
- Web development

## Why join Iceberg's growing list of elite consultants?

As an IT consulting cooperative, Iceberg offers greater flexibility and financial reward to independent consultants. Having established a reputation for experienced, premier people, Iceberg is a welcome and preferred vendor at all of its client sites. With Iceberg you will:

- ▲ Never have your resume submitted to a client without your approval
- ▲ Only be submitted for positions that match your skill set and preferences
- ▲ Get access to the Twin Cities' best, most interesting consulting opportunities
- ▲ Enjoy a smooth path from interview to hire with one of the area's most respected IT firms

## What have you got to lose?

Scan our QR barcode on page one, or [click here](#) to get email notifications of contract opportunities as they happen!

At least check out our current openings online at:  
<http://iceberggroup.org/Current-Openings/>

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