



HR, Meet Future Shock



This Certificate Hereby Certifies

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Earned 1 Recertification Credit Hours

York SHRM

March, 10, 2020

Date

This program has been pre-approved for the following:

- ORG-PROGRAM #515198, 1 general recertification credit towards PHR, SPHR, GPHR through the HR Certification Institute (HRCI)
  - ID# 20-NN4VQ Certification credit towards SHRM-CP and SHRM-SCP through the Society for Human Resource Management (SHRM)
  - Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org) and the Society for Human Resource Management website at [www.shrm.org](http://www.shrm.org)
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