**Certificate of Completion**



***MAXIMAZING YOUR HR EFFECTIVENESS***

**Speakers: Margaret Graziano**

**Date: Dec. 14, 2017**

*Participant attended SHRM Chapter 260 Webina:*



 **1 Business Credit Hour**

This program, ID #327843, “Maximizing your HR Effectivess” has been approved for 1 (Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. 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).

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**1 PDCs (Professional Development Credits)**

This program, ACTIVITY ID# 17-PTO5T, “Maximizing your HR Effectivenessr” has been approved for 1 PDCs toward SHRM-CP and SHRM-SCP recertification through the Society of Human Resource Management. Please be sure to note the activity ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.shrm.org/certification](http://www.shrm.org/certification).