

HRCI Recertification Certificate



Program ID: 383536
Title: Being a Leader Without a Title
Start Date: 5/16/2019
End Date: 5/16/2019
Recertification Credit Hours Awarded: 1
Specified Credit Hours: HR (Business)

This activity, ID No. 383536 has been approved for Recertification Credit Hours Awarded: 1 Specified Credit Hours: HR (Business) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 383537
Title: How to Legally and Meaningfully Discuss Criminal History with Applicants
Start Date: 5/16/2019
End Date: 5/16/2019
Recertification Credit Hours Awarded: 1
Specified Credit Hours: HR (General)

This activity, ID No. 383537 has been approved for Recertification Credit Hours Awarded: 1 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 384084
Title: Leading Through Strategic Change
Start Date: 5/16/2019
End Date: 5/16/2019
Recertification Credit Hours Awarded: 1.5
Specified Credit Hours: HR (Business)

This activity, ID No. 384084 has been approved for Recertification Credit Hours Awarded: 1.5 Specified Credit Hours: HR (Business) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 384085

Title: Making Waves: Driving Toward Meaningful Progress on Pay Equity

Start Date: 5/16/2019

End Date: 5/16/2019

Recertification Credit Hours Awarded: 1

Specified Credit Hours: HR (General)

This activity, ID No. 384085 has been approved for Recertification Credit Hours Awarded: 1 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 383539

Title: Going From Chaos to Coherence in 3.5

Start Date: 5/16/2019

End Date: 5/16/2019

Recertification Credit Hours Awarded: 1.5

Specified Credit Hours: HR (General)

This activity, ID No. 383539 has been approved for Recertification Credit Hours Awarded: 1.5 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 383540

Title: Understanding Differentiation and Hiring: Aligning Your Hiring and Business Differentiation Strategies to Work Together

Start Date: 5/16/2019

End Date: 5/16/2019

Recertification Credit Hours Awarded: 1

Specified Credit Hours: HR (Business)

This activity, ID No. 383540 has been approved for Recertification Credit Hours Awarded: 1 Specified Credit Hours: HR (Business) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

HRCI Recertification Certificate



Program ID: 383542

Title: Why is it so Hard to be a Woman (At Work)

Start Date: 5/17/2019

End Date: 5/17/2019

Recertification Credit Hours Awarded: 1

Specified Credit Hours: HR (General)

This activity, ID No. 383542 has been approved for Recertification Credit Hours Awarded: 1 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 383543

Title: Form I-9 Compliance: Let's Review the Basics

Start Date: 5/17/2019

End Date: 5/17/2019

Recertification Credit Hours Awarded: 1

Specified Credit Hours: HR (General)

This activity, ID No. 383543 has been approved for Recertification Credit Hours Awarded: 1 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 384087

Title: Why Motivational Intelligence (MI) is More Important than IQ or EQ

Start Date: 5/17/2019

End Date: 5/17/2019

Recertification Credit Hours Awarded: 1.5

Specified Credit Hours: HR (General)

This activity, ID No. 384087 has been approved for Recertification Credit Hours Awarded: 1.5 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®,

PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 385401

Title: The Top Ten Mistakes Employers Make When Creating Employee Handbooks

Start Date: 5/17/2019

End Date: 5/17/2019

Recertification Credit Hours Awarded: 1.5

Specified Credit Hours: HR (General)

This activity, ID No. 385401 has been approved for Recertification Credit Hours Awarded: 1.5 Specified Credit Hours: HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 383545

Title: Transform HR to Serve for Success

Start Date: 5/17/2019

End Date: 5/17/2019

Recertification Credit Hours Awarded: 1

Specified Credit Hours: HR (Business)

This activity, ID No. 383545 has been approved for Recertification Credit Hours Awarded: 1 Specified Credit Hours: HR (Business) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

Program ID: 383929

Title: Measuring What Matters: Developing Effective Measurement Systems

Start Date: 5/17/2019

End Date: 5/17/2019

Recertification Credit Hours Awarded: 1

Specified Credit Hours: HR (Business)

This activity, ID No. 383929 has been approved for Recertification Credit Hours Awarded: 1 Specified Credit Hours: HR (Business) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute's® (HRCI®). Please make note of 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.hrci.org.

SHRM Recertification Certificate



Program ID: 19-DW7DW

Title: Being a Leader Without a Title

Start Date: 5/16/2019

End Date: 5/16/2019

PDCs Awarded: 1

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-QR6QZ

Title: How to Legally and Meaningfully Discuss Criminal History with Applicants

Start Date: 5/16/2019

End Date: 5/16/2019

PDCs Awarded: 1

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-G7HRT

Title: Leading Through Strategic Change

Start Date: 5/16/2019

End Date: 5/16/2019

PDCs Awarded: 1.5

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-P3S9H

Title: Making Waves: Driving Toward Meaningful Progress on Pay Equity

Start Date: 5/16/2019

End Date: 5/16/2019

PDCs Awarded: 1

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-QS9NE

Title: Going From Chaos to Coherence in 3.5

Start Date: 5/16/2019

End Date: 5/16/2019

PDCs Awarded: 1.5

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-C53MW

Title: Understanding Differentiation and Hiring: Aligning Your Hiring and Business Differentiation Strategies to Work Together

Start Date: 5/16/2019

End Date: 5/16/2019

PDCs Awarded: 1.5

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

SHRM Recertification Certificate



Program ID: 19-9KC5R

Title: Why is it so Hard to be a Woman (At Work)

Start Date: 5/17/2019

End Date: 5/17/2019

PDCs Awarded: 1

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-GKNGM

Title: Form I-9 Compliance: Let's Review the Basics

Start Date: 5/17/2019

End Date: 5/17/2019

PDCs Awarded: 1

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-YH3RK

Title: Why Motivational Intelligence (MI) is More Important than IQ or EQ

Start Date: 5/17/2019

End Date: 5/17/2019

PDCs Awarded: 1.5

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-P64WW

Title: The Top Ten Mistakes Employers Make When Creating Employee Handbooks

Start Date: 5/17/2019

End Date: 5/17/2019

PDCs Awarded: 1.5

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-376WE

Title: Transform HR to Serve for Success

Start Date: 5/17/2019

End Date: 5/17/2019

PDCs Awarded: 1

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP

Program ID: 19-5G65E

Title: Measuring What Matters: Developing Effective Measurement Systems

Start Date: 5/17/2019

End Date: 5/17/2019

PDCs Awarded: 1

Knowledge Areas:

North Texas SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP