Certificate of Attendance

This certifies that

_____

attended

Inclusion by Design

Presented by Joe Gerstandt

October 20, 2016 1:00pm-4:00pm

Inclusion by Design, **293936,** has been approved for 1.00 HR (General) 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 .

Attendance Certified By: *Tela M. Erdell,* SHRM-SCP, SPHR, GPHR

Past-President, Evansville-Area Human Resource Association (EHRA)

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