

CERTIFICATE OF MEMBERSHIP

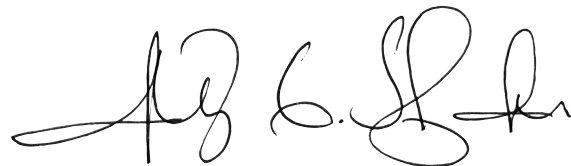
The Society for Human Resource Management (SHRM) certifies that

Mr. Patrick Demaret Ph.D.

is a member in good standing with all
the privileges and benefits accorded through

4/30/2020

Presented by



Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

