

CERTIFICATE OF MEMBERSHIP

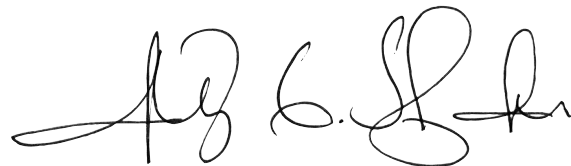
The Society for Human Resource Management (SHRM) certifies that

Mr. Patrick Demaret

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

3/31/2025

Presented by



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

