

# CERTIFICATE OF MEMBERSHIP

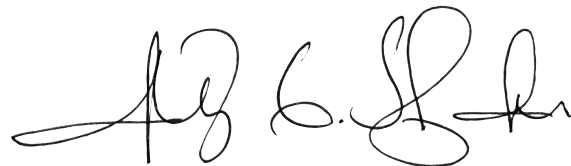
The Society for Human Resource Management (SHRM) certifies that

**Ms. Debra J. Parent SHRM-CP**

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

**8/31/2027**

Presented by



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

