

SHRM CERTIFIED PROFESSIONAL



The Society for Human Resource Management (SHRM)  
Hereby Certifies That

**LAUREN C TAPIA**

**ACHIEVED THE SHRM CERTIFIED PROFESSIONAL  
SHRM-CP®**

By meeting the experience, education, and demonstrated HR Competency  
and Knowledge requirement as established by SHRM.

Witness the signature of the duly authorized officer of SHRM:

Attest:

A handwritten signature in black ink, appearing to read "Johnny C. Taylor Jr.", written over a horizontal line.

**Johnny C. Taylor Jr.**  
President and Chief Executive Officer

CERTIFIED SINCE: 01/2018  
ID#: 110277

