

SHRM[®]

SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Certificate of Membership

This document certifies that

Mr. Patrick Demaret

is a member in good standing of the

Society for Human Resource Management

through **October 31, 2014**,

and agrees to abide by the

SHRM Code of Ethical and Professional Standards in Human Resource Management.

Presented by



Henry G. Jackson

President and Chief Executive Officer

December 4, 2013

Date