



SHRM
MEMBERSHIP



do more with **MORE**

Leading People.
Leading Organizations.



CONTENTS

- | | | | |
|----|---------------------------|----|---------------------|
| 1 | About SHRM | 11 | Education |
| 3 | Strategic Initiatives | 12 | Conferences |
| 5 | Affiliates | 13 | Communities |
| 6 | HR Resources & Tools | 14 | Advocacy |
| 8 | Publications & Multimedia | 15 | HR Careers |
| 9 | Research | 16 | FAQs |
| 10 | Certification Preparation | 17 | How to Join & Renew |

Contact SHRM

1800 Duke Street
Alexandria, VA 22314-3499
USA

Phone U.S. Only:	800.283.7476
Phone International:	+1.703.548.3440
TTY/TDD:	+1.703.548.6999
Fax:	+1.703.535.6490
Online:	shrm.org/questions

Member Care Hours of Operation

Monday – Friday 8:00 a.m. – 8:00 p.m. ET

► indicates products or services discounted to members. All others are free to members unless otherwise indicated.

What Is SHRM?

Founded in 1948, the Society for Human Resource Management (SHRM) is the world's largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates.

Global Reach of SHRM

Committed to developing the HR profession globally, SHRM provides resources, global best practices and a network of more than 8,000 members in over 160 countries.

In addition to delivering certification preparation courses as well as other educational products and services to members around the world, SHRM partners with volunteers in select countries to lead member forums and encourage local networking among members.

SHRM is an active member of the North American Human Resource Management Association (NAHRMA) and the World Federation of People Management Associations (WFPMA) and currently serves as the Secretariat for both organizations.

SHRM Membership Enhances Your Career

Establish a Career Partnership

Whether you are looking for your first job, have just been promoted to your first management position or are setting your organization's strategic HR direction, SHRM is the one professional HR association that provides the credibility, depth and breadth of HR resources that all human resource professionals need. As your career partner, SHRM is dedicated to providing the resources that you, your HR department and your organization need to make critical decisions affecting your organization's profitability and your most important resource: people.

Earn Professional Recognition

Business leaders and academics recognize SHRM as the leading HR organization. By joining, you demonstrate your commitment to the profession and your own continuing professional development. SHRM is dedicated to serving human resource professionals at all levels and functions, and also serves as an important resource for professionals in other business units that work closely with HR or handle HR issues.

Network with Highly Respected HR Professionals

Whether you are looking for advice, new ideas or even a new job, opportunity abounds within SHRM. You'll be able to network with your peers and leaders in the profession at seminars and conferences and through our HR Talk bulletin boards and SHRM Connect social networking site, as well as through our communities on Twitter, Facebook and LinkedIn.

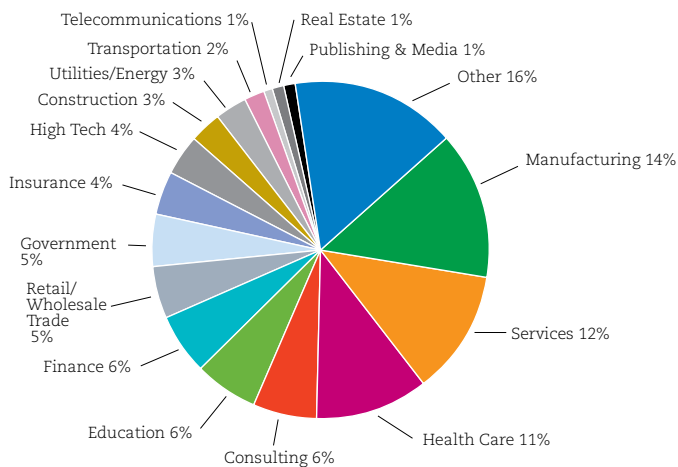
shrm.org/about

Who Are Members?

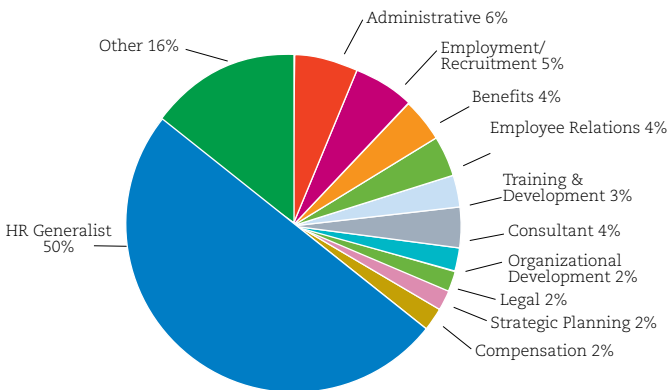
SHRM is an individual membership organization with a range of titles and responsibilities from all industries and job functions:

- President/CEO
- Chairman
- Partner/Principal
- Administrator
- Chief HR Officer
- Chief Human Capital Officer
- Chief Diversity Officer
- Chief Learning Officer
- Vice President of HR
- Consultant
- Legal Counsel
- Professor
- Director of HR
- Assistant/Associate Director of HR
- HR Manager
- HR Generalist
- Supervisor
- Specialist
- Representative
- Coordinator
- Administrative Assistant
- Office Manager
- HR Business Partner

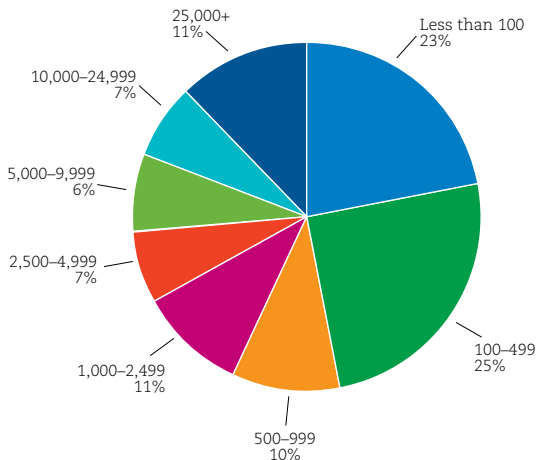
TOP INDUSTRIES



JOB FUNCTION



COMPANY SIZE



STRATEGIC INITIATIVES

NEW

HR Competency Model Assessments

In order to excel as an HR professional, you must have both subject matter expertise and behavioral competencies. The SHRM HR Competency Model defines nine competency areas, including five core competency and eight behavioral competencies. This model is the culmination of a process that involved research and validated by more than 30,000 HR professionals from around the world. These HR Competency Model Assessments are designed to serve as a resource for HR professionals to achieve their career goals, as well as for organizations to ensure they thrive.

SHRM is developing four online assessments that measure the competencies for both subject matter expertise and behavioral competencies for both development. These tools help HR professionals identify strengths and uncover opportunities for growth on organizations. Discounted pricing is available for more than 50 land-based HR organizations. In any context, the competency assessments are designed to assess all HR career levels across all HR career sectors.



NEW

SHRM is developing a new HR certification exam based on the competencies required to be an effective HR professional. SHRM will offer a new exam that assesses both competencies and HR knowledge in 2015. For the latest updates, visit shrmcertification.org.

The Society is developing a new HR certification exam based on the competencies required to be an effective HR professional. SHRM will offer a new exam that assesses both competencies and HR knowledge in 2015. For the latest updates, visit shrmcertification.org.

shrmcertification.org

STRATEGIC INITIATIVES

Workplace Flexibility

SHRM's partnership with the Families and Work Institute (FWI) on workplace flexibility promotes practical, research-based knowledge that helps employers voluntarily create effective and flexible workplaces that fit the 21st century workforce. When Work Works, a joint project of the partnership, is a national initiative to help businesses of all sizes and types become more successful by transforming the way they view and adopt workplace flexibility.

shrm.org/workflex

Diversity & Inclusion

SHRM fosters awareness and appreciation of workplace diversity issues. Making the business case for diversity, helping HR and diversity professionals to better articulate its strategic business value, and enabling them to build more diverse and inclusive cultures are the cornerstones of this initiative.

shrm.org/diversity

HR Standards

SHRM sponsors the development of national HR standards to capture the effective customs, procedures and practices of the most important HR practices.

Through relationships with both the American National Standards Institute (ANSI) and the International Organization for Standardization (ISO), SHRM spearheads the establishment of professional HR standards in the United States and works globally with other countries to establish worldwide HR standards. National standards include Performance Management, Cost-per-Hire, and Workplace Violence Prevention and Intervention. SHRM also administers the U.S. Technical Advisory Group that develops the U.S. position toward any HR standards being developed at ISO and participates in all discussions of new global standards projects.

shrm.org/hrstandards

Academic Initiative

SHRM seeks to set the agenda for HR college/university education and to position SHRM as the thought leader for HR education. The initiative consists of five distinct efforts: encouraging universities to adopt SHRM's HR curriculum standards; developing educational content for HR educators; encouraging students to choose HR as a career path at the start of their studies; conducting an annual State of HR Education study; and offering an Assurance of Learning® assessment for HR graduates to show their readiness to enter the profession.

shrm.org/hreducation

I'M MORE THAN A PROBLEM-SOLVER.
I'M AN INNOVATOR.

Devon Conley | Member since 2011



A 501(c)(3) nonprofit affiliate of SHRM, the SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and by sponsoring research. It awards \$170,000 annually in scholarships and offers grants to fund original research. The

Foundation also produces educational resources, such as the Effective Practice Guidelines series, as well as DVDs on various HR topics. To fund its programs, the SHRM Foundation conducts annual fundraising campaigns. Donations are tax deductible.

shrmfoundation.org



The Council for Global Immigration, a strategic affiliate of SHRM, helps advance U.S. growth, innovation and job creation by supporting employers and their employees as they navigate the most pressing workforce and talent management issues, which include reform of the U.S. immigration system.

councilforglobalimmigration.org



A strategic affiliate of SHRM, HR People & Strategy (HRPS) is a premier network of influential HR executives and innovative senior-level HRM professionals representing the world's most prominent organizations. HRPS is regarded as the prime professional organization focused on the intersection of people and strategy.

hrps.org

I'M MORE THAN TALENT MANAGEMENT.
I'M CHANGING OUR CULTURE.

Bhavna Dave, PHR | Member since 2005

HR Topics

SHRM provides news, analysis, tools, networking opportunities and other resources for HR professionals in the following areas:

- Benefits
- Business Leadership & Strategy
- California Resources
- Compensation
- Consulting
- Diversity
- Employee Relations
- Ethics & Corporate Social Responsibility
- Global HR
- Labor Relations
- Organizational & Employee Development
- Safety & Security
- Staffing Management
- Technology

Opt-in e-newsletters on many of these topics are also available.

shrm.org/hrdisciplines

HR Knowledge Center— Ask an HR Advisor Service

SHRM's experienced, certified HR Knowledge Advisors provide personalized assistance with your specific HR questions via e-mail or phone. Whether you need clarification on new regulations or have general questions on topics ranging from FMLA or FLSA updates to COBRA and I-9 compliance, many members attest that this service alone is worth the annual cost of membership.

shrm.org/hranswers

SHRM HR Knowledge
Advisors answer more
than 77,000 questions
from SHRM members
each year.

Express Requests

The Express Request feature is a self-service online tool that allows SHRM members to request and receive information on a wide variety of HR topics, including seasonal issues and state law resources, via e-mail.

shrm.org/expressrequests

I'M MORE THAN A VP OF HR.
I'M A RESOURCEFUL SOLUTION SEEKER.

Fernan R. Cepero, PHR | Member since 2002

HR Tools, Templates and Effective Practices

To help members save time, SHRM offers turnkey solutions, including:

- Sample interview questions, job descriptions, policies and forms
- Ready-to-use PowerPoint training presentations
- HR metrics calculators
- How-to guides and toolkits
- HR Q&As
- HR Vendor Directory
- HR glossaries and acronyms

shrm.org/templatestools

Compliance Resources

Stay up-to-date with state and federal employment laws with news articles, analysis and court reports. The *California Employment Law* e-newsletter covers HR issues for members with California-based employees.

shrm.org/legalissues

HR Vendor Directory

The HR Vendor Directory includes more than 800 companies offering HR-related products and services to the human resource profession. Categories include benefits, compensation, consulting, diversity, HCM/technology, talent management and more. Listing options range from the basic (free) to paid options. See the website for pricing.

shrm.org/hrvendordirectory

SHRM® Testing Center

The SHRM Testing Center is the world's largest resource for online employment testing. Tests and assessments are offered from multiple providers.

shrm.org/testing

I'M MORE THAN POLICIES.
I'M A GAME CHANGER.

Dan Ellerman | Member since 2004

SHRM Publications

Members have access to SHRM's award-winning publications, covering a variety of critical HR topics.

HR Magazine®*

This monthly flagship publication features in-depth analysis of HR trends and issues.

HR Week

Delivered each week, this popular e-newsletter provides a roundup of the latest HR news, SHRM program announcements and website highlights.

HR Topics E-Newsletters

These opt-in newsletters provide regular updates on major HR disciplines, including compensation and benefits, staffing management, social media, employee relations, workplace law, diversity, global HR, organizational and employee development, HR technology, and safety and security.

California Employment Law E-Newsletter

This monthly newsletter provides top employment law news in California, including updates on court decisions and analysis of legislation and regulations.

Managing Smart

This series of online articles features tips and advice on communicating with, training, rewarding and motivating employees, complying with employment laws and many other issues faced by line managers.

shrm.org/pubs

Webcasts

SHRM offers a series of hour-long webcasts throughout the year, featuring a wide variety of issues, practices and strategies affecting HR professionals. Member-discounted premium webcasts provide timely updates on new laws, regulatory activities and legal decisions, as well as insight into HR trends and innovations.

Available live or on demand, most SHRM webcasts qualify for recertification credits.

shrm.org/webcast

Videos

SHRM produces videos providing insights and analysis from HR experts on timely topics, including employment law, benefits, staffing and career advice.

shrm.org/video

SHRMStore® ►

The leading source for human resource management publications and products, the SHRMStore offers a comprehensive collection of hand-selected books, DVDs, audio and software on major HR topics. A variety of accessories with SHRM logo are also available. Look for the SHRMStore at all SHRM conferences, as well as at some SHRM chapter events.

shrmstore.shrm.org

* Internet-only members outside the U.S. receive monthly digital issues of HR Magazine. Regular professional members receive monthly printed issues of HR Magazine. Paid print subscriptions are available.

Research

SHRM publishes original research for HR and business leaders to enhance their knowledge and provide strategic direction for their organizations. Covering a wide variety of topics, SHRM research includes:

Surveys and polls on just-in-time HR and business topics ranging from employee benefits and job satisfaction/engagement to hiring trends and the use of social media in the workplace.

Labor market and economic data that leverage HR's insight into changes in the economy. The *SHRM Leading Indicators of National Employment® (LINE®)* report tracks trends in the labor market on a monthly basis, including hiring projections released one month ahead of the U.S. Bureau of Labor Statistics Employment Situation Report, as well as trends in new-hire compensation, recruiting difficulty and job vacancies.

The *SHRM Jobs Outlook Survey Report* examines hiring and recruiting trends in the United States, and the *SHRM Jobs Pulse* looks at job market trends specifically for the HR profession.

Future-focused workplace trends data and reports, including *Workplace Visions®*, the *SHRM Metro Economic Outlook* series and the biennial *SHRM Workplace Forecast* survey report.

A complete listing of research is available online.

shrm.org/research

SHRM® Customized Benchmarking Reports ▶

SHRM offers more than 500 customized benchmarks from our database of 10,000 organizations. The following benchmarking reports can be customized based on industry, employee size, geography and more:

- Human Capital
- Retirement and Welfare
- Job Satisfaction and Employee Engagement
- Paid Leave
- Employee Benefits Prevalence
- Families and Work Institute's Workplace Effectiveness and Flexibility
- Health Care

shrm.org/benchmarks

SHRM® People InSight Job Satisfaction and Engagement Survey Service ▶

Designed and priced especially for small and midsize organizations, this employee job satisfaction and engagement survey service explores more than 50 aspects of job satisfaction and employee engagement.

shrm.org/peopleinsight

SHRM® Customized Research Services ▶

SHRM surveys the HR community on your organization's behalf to examine a variety of practices and policies. Member or constituent surveys for associations are also available.

shrm.org/customizedresearch

SHRM® Compensation Data Center ▶

SHRM, in partnership with Towers Watson Data Services, delivers timely salary data, from entry-level to executive. More than 1,500 job titles and online reports are offered and can be customized based on geography, industry, organization size and more.

shrm.org/cdc

SHRM Learning System® for PHR/SPHR Certification Preparation ▶

The PHR/SPHR certification prep tool includes updated content to reflect the current PHR/SPHR body of knowledge. Designed by subject matter experts, this tool includes discussion questions, application exercises and module exams. Professionals who use the SHRM Learning System to prepare for their PHR and SPHR exams consistently beat the average pass rate.

Choose a learning option that matches your learning style: self-study, instructor-led classroom and virtual learning options are available. View a free demo online.

shrm.org/learning

SHRM Learning System® for GPHR Certification Preparation ▶

The GPHR certification prep tool is a comprehensive test preparation system designed to maximize your experience, education and skill set to help you pass the GPHR exam. Professionals who use the SHRM Learning System for GPHR to prepare for their GPHR exam consistently beat the average pass rate.

Choose a learning option that matches your learning style: self-study, instructor-led classroom and virtual learning options are available. View a free demo online.

shrm.org/learning/gphr

SHRM California Learning System™ ▶

The SHRM California Learning System serves as a comprehensive study guide for professionals preparing for the California certification exams (PHR-CA and SPHR-CA). Those who use the SHRM California Learning System to prepare for their PHR-CA and SPHR-CA exam consistently beat the average pass rate.

Choose a learning option that matches your learning style: self-study, instructor-led classroom and virtual learning options are available. View a free demo online.

shrm.org/learning/california

SHRM Learning System® for HRBP® Certification Preparation and SHRM Learning System® for HRMP® Certification Preparation ▶

These programs are designed for HR professionals practicing primarily outside the U.S. to keep them informed of the ever-changing field of HR and to help them understand the most current terms and regulations. Learning modules and online study tools cover the aspects of human resources corresponding with the HRBP/HRMP exams. View a free demo online.

shrm.org/learning/BPMP

Organizational Training & Development ▶

Using approved SHRM instructors, our cost-effective training and development programs are available for both HR and non-HR staff responsible for human capital outcome. We can deliver onsite at your organization, or via a live virtual set-up for dispersed work groups, or a combination of both. Custom programs and workshops are also available.

shrm.org/orgtraining

SHRM® Seminars ▶

In alignment with SHRM's new HR competencies (see page 3), these online or in-person programs offer the latest information and solutions for pressing business challenges, focusing on emerging issues and conventional strategies that impact the HR profession and workplace.

Seminar descriptions, dates, locations, pricing and registration info are available online.

shrm.org/seminars

SHRM Essentials® of HR Management ▶

Designed for HR professionals or anyone who performs HR tasks in their daily role, the SHRM Essentials of HR Management offers an overview of the ever-changing landscape of HR. Developed by a team of leading experts, practitioners and legal counsel, this program will ensure you stay up to date and understand new terms and regulations.

Self-study, instructor-led classroom and virtual learning options are available. View a free demo online.

shrm.org/essentials

SHRM® e-Learning ▶

SHRM e-Learning provides a convenient and affordable way for HR professionals to learn key HR strategies and tactics from wherever they choose. This low-cost alternative to in-person training covers a variety of topics, with a short quiz at the end.

Compliance courses, created in partnership with top employment attorneys, meet every state and federal training requirement and help establish a culture of integrity in your organization. Topics include workplace harassment, equal employment opportunity, ethics and code of conduct, wage and hour, Foreign Corrupt Practices Act, and more.

shrm.org/elearning

SHRM Assurance of Learning® Assessment ▶

SHRM's Assurance of Learning is the universal benchmark for graduate- and undergraduate-level HR students. Upon passing the exam, students are awarded a Certificate of Learning (Proficient or Advanced), informing hiring managers that they have sufficient knowledge to enter the HR profession. Employers should look for the Certificate of Learning on recent graduates' resumes.

Exam registration and study materials are available online.

shrm.org/assessment



The HR Certification Institute offers six certifications: Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), Global Professional in Human Resources (GPHR®), California Certifications (PHR-CA®/SPHR-CA®), Human Resource Management Professional (HRMP®) and Human Resource Business Professional (HRBP®).

To remain certified, you must fulfill continuing education requirements or demonstrate your current knowledge of the profession through retesting.

Most SHRM Education programs are approved for PHR, SPHR, GPHR, PHR-CA/SPHR-CA, HRBP and HRMP HR Certification Institute recertification credits.

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be preapproved for recertification credit.

Diversity & Inclusion Conference & Exposition ▶

October 13-15, 2014 | New Orleans, La.

A premier learning opportunity for professionals who are responsible for developing and refining D&I initiatives within their organizations.

conferences.shrm.org

Emerging LEAD(HR) Conference ▶

September 30-October 2, 2014 | Las Vegas, Nev.

This event is designed for high potential HR professionals preparing to take the step into a leadership role.

conferences.shrm.org

Employment Law & Legislative Conference ▶

March 23-25, 2015 | Washington, D.C.

Stay informed about the latest state and federal legislative issues, as well as compliance and regulatory topics. This is also an opportunity to meet with your representatives on Capitol Hill.

conferences.shrm.org

Talent Management Conference & Exposition ▶

April 27-29, 2015 | San Diego, Calif.

One of SHRM's most popular conferences, this event is designed for HR professionals seeking the most current tactics and strategies in recruiting and talent management.

conferences.shrm.org

Council for Global Immigration Symposium ▶

June 8-11, 2015 | Washington, D.C.

Held in partnership with the Council for Global Immigration, this is a must-attend educational and networking event for in-house immigration professionals.

councilforglobalimmigration.org/symposium

SHRM Annual Conference & Exposition ▶

June 28-July 1, 2015 | Las Vegas, Nev.

The world's largest HR conference brings together more than 14,000 professionals for three-and-a-half days of professional development. Tracks and topics include:

- Talent Management
- International HR
- Employment Law & Legislation
- Workplace Flexibility
- Business Management & Strategy
- Personal & Leadership Development
- Compensation & Benefits
- Pre-Conference Workshops & Seminars

annual.shrm.org

SHRM's new strategic affiliate HRPS offers executive-level professional development opportunities. Please visit hrps.org for more information.

HR Talk®

This online discussion forum allows members to post questions, exchange ideas and share expertise across various areas of HR. “HR Talkers” provide a variety of perspectives and great resources for discussing real-life experiences and daily HR challenges. Topic areas include employment and recruitment, compensation and benefits, staffing management, job search efforts, and more.

shrm.org/hrtalk

SHRM Connect

Make connections through this growing social network. Interact with SHRM members worldwide, join communities of interest, participate in public or private discussion groups, and post content to your own HR-related blog.

community.shrm.org

SHRM® Member Directory

Whether you are searching for another member in a similar industry or trying to locate a specific person you met at a conference or seminar, the SHRM Member Directory is available to assist you. This directory, available exclusively to members, is searchable by such criteria as name, company, city, state, industry, job title, job function and country.

shrm.org/members

Local Chapter Network

Membership in one of SHRM's 575 affiliated chapters means access to a local network of HR professionals and educational programs as well as products and services in your community that can broaden your skills and make you more valuable to your organization. Chapters each have their own dues structures, bylaws and application processes.

SHRM also has eleven Member Forums in select countries to encourage local networking among SHRM members located outside the U.S.

shrm.org/communities

Student Programs

With over 275 affiliated student chapters and more than 19,000 student members, SHRM provides practical resources to support their studies, as well as a career path. The program also promotes mutually beneficial interactions between practitioners and those in school. Student member benefits include:

- Monthly digital *HR Magazine*®
- Quarterly *SHRM Student Focus* e-zine
- Upgraded access to Internships.com
- Student conference held in conjunction with the SHRM Annual Conference & Exposition
- Regional student conferences and case competitions
- Academic scholarships
- Discounts on SHRM Assurance of Learning® assessment and all SHRM educational offerings

Upon graduation, student members can convert to professional membership with a discount on dues for the first two years.

Please visit shrm.org/students to see student membership eligibility.

shrm.org/students

Public-Policy Advocacy

Developed with member and volunteer input and subject to Board approval, SHRM advocates its public-policy positions on Capitol Hill, in state legislatures, and before federal regulatory agencies to advance the interests of the HR profession.

SHRM facilitates and encourages member involvement in the public-policy process through letter-writing and face-to-face interaction with elected officials and their staffs to discuss HR issues. Members receive e-mail alerts that provide the latest federal and state public-policy developments and regulatory changes.

shrm.org/advocacy

Legislative Hot Topics

HR public-policy issues are certain to dominate the discussion on Capitol Hill and in federal agencies. Key issues that SHRM will focus on in 2014 include:

- Espousing the benefits of workplace flexibility for both employers and employees
- Mandating that employers use the E-Verify system for employment verification purposes
- Limiting the use of credit and criminal background checks in the hiring process
- Implementing the employer mandate of the Affordable Care Act

shrm.org/advocacy

HR Issues Update e-Newsletter

Delivered every other week when Congress is in session, this newsletter provides timely and easy-to-understand updates on HR public-policy topics, including health care, leave rules and immigration reform. It's designed to help HR professionals stay informed on the issues that affect their jobs today and in the future.

shrm.org/advocacy

I'M MORE THAN AN AGENT OF CHANGE.
I'M A STRATEGIC LEADER.

Kathryn Medina, SPHR | Member since 2005

HR Jobs

Job seekers can find HR positions at this career center, and employers can post openings to reach certified and other highly qualified human resource candidates.

The HR Jobs searchable resume database lets employers search the resumes of more than 70,000 talented HR professionals. It also gives job seekers the opportunity to make themselves available to employers. Fees apply for job postings and use of the resume database.

shrm.org/jobs

Job Posting Center

SHRM's Job Posting Center is an exclusive online service that allows recruiters to search through a database of job boards and post any kind of job—not just human resource jobs—on any of the boards. Recruiters can write their job ad once, select the job boards where they want to post the job, and use one transaction to pay for all postings at one time. Fees apply.

shrm.org/jpc

Career Resources

In addition to the HR Jobs board, SHRM offers a variety of tools that members can use to advance their careers:

- Networking locally through the chapters
- SHRM Connect, a social network for interactions among fellow HR practitioners
- The “Featured Jobs” e-newsletter with a selection of jobs currently posted on HR Jobs
- Videos with career advice
- HR Career Advisor chats—online Q&As moderated by experts in the field
- SHRM conferences, seminars and webcasts for professional development

I'M MORE THAN MY JOB.
I'M BUILDING A CAREER.

Mei-Ling Fry, PHR | Member since 2002

What if I can't find my member number?

Contact the SHRM Member Care Center by phone at 800.283.7476, option 3 (U.S. only), or + 1.703.548.3440, option 3 (International); or visit shrm.org/myshrm and click "Forgot Your Member ID."

When will my membership be activated?

When joining online or by phone: within approximately 1-2 hours. When joining by fax: within 5-7 business days.

When joining by mail: 4-6 weeks from the time you mail your application and payment.

May I share my membership number with other people?

No. SHRM is an individual membership organization, and sharing your membership with nonmembers is a violation of the SHRM membership policy and the SHRM Code of Ethics.

Am I a SHRM member if I joined my local SHRM chapter?

No. As a SHRM chapter member, you are entitled only to benefits offered by your local chapter. As a national SHRM member, you'll have full access to the SHRM website, the HR Knowledge Advisor service, monthly *HR Magazine*, research reports, discounts on SHRM educational programs and products, and networking opportunities with more than 275,000 HR professionals.

What membership options exist for those living outside the U.S.?

Individuals residing outside the United States and in U.S. territories are eligible to join SHRM as regular professional members (including printed issues of *HR Magazine*), or as Internet-only members at a reduced rate (including digital issues of *HR Magazine*). Students residing outside the U.S. may also be eligible for student membership.

Can I update my mailing address and contact information online?

Yes. Visit shrm.org/myshrm to update your information.

How do I create a membership card and certificate online?

Visit shrm.org/membercenter. Click "Print Your Membership Card" or "Print Your Membership Certificate" and log in to generate your card and certificate.

SHRM Member Care Center

Hours of Operation:

Monday–Friday

8:00 a.m.–8:00 p.m. ET

Phone U.S. only: 800.283.7476, Option 3

Phone International: +1.703.548.3440, Option 3

TTY/TDD: +1.703.548.6999

SHRM Membership

SHRM is an individual membership organization. It has no corporate or institutional memberships.

- 1 year professional membership**, with 12 printed issues of *HR Magazine*..... US \$185
- 1 year Internet-only membership**, with 12 digital issues of *HR Magazine* (outside U.S. only).....US \$95
- 1 year student membership***, with 12 digital issues of *HR Magazine*US \$35

ONLINE

shrm.org/join

MAIL

Download an application or request an invoice at shrm.org/membercenter, and send with payment to:

SHRM
P.O. Box 79482
Baltimore, MD 21279-0482
USA

FAX

Fax an application to +1.703.535.6490

PHONE

Call 800.283.7476, Option 3 (U.S. only), or +1.703.548.3440 (International), Option 3, to speak with a Member Care representative.

- Your membership will not start until SHRM receives and processes your payment.
- SHRM membership stays with the individual even if he or she leaves the company that paid for the membership.
- Discounted multi-year memberships and installment billing options are available by calling SHRM's Member Care Center.
- For individuals paying U.S. taxes, SHRM annual dues are not deductible as charitable contributions for federal income tax purposes, but may be deductible as ordinary and necessary business expenses, except that, under IRC Section 162(e), 6% of the annual dues are allocable to lobbying expenses and are therefore not deductible. Please visit shrm.org for the most up-to-date information.
- Members can update their profiles and contact information online at shrm.org/myshrm.
- Members must abide by the SHRM Code of Ethical and Professional Standards in Human Resource Management. Review the code at shrm.org/ethics.
- To view SHRM's Privacy Policy, visit shrm.org/privacy.
- Member benefits and resources are subject to change.

* See student membership eligibility requirements at shrm.org/students.



1800 Duke Street
Alexandria, VA 22314-3499
USA

Nonprofit Org.
U.S. Postage
Paid
Society for Human
Resource Management

SHRM MEMBERSHIP

it's all about the
TRUSTED HR RESOURCES

