CERTIFICATE OF COMPLETION

ACADEMY TO INNOVATE HR

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Michelle New

Has successfully completed

Sales Compensation

Eligible for recertification credits with:

CONTINUING PROFESSIONAL DEVELOPMENT PRE-APPROVED HRPA

RECERTIFICATION PROVIDER HRCI 2026 HRCI.ORG

CHARTERED PROFESSIONALS IN HUMAN RESOURCES CPHR

+ 6 others

E. van Vulpen

Erik van Vulpen

Dean of the Academy to Innovate HR

Date issued: November 6, 2026

ID: AIHR-urs878d7un