

2011

GET CALIFORNIA-  
CERTIFIED

PHR-CA®

SPHR-CA®

# TAKE YOUR PHR® OR SPHR® CREDENTIAL ONE STEP

By passing the HR Certification Institute's stringent PHR® and/or SPHR® exam, you have shown that you are committed to staying abreast of changing federal HR policies and mastering new HR practices. Now take it one step further to show your expertise in California HR.

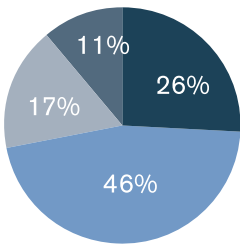
Earning the state-specific credential gives you a distinct competitive edge and assures your company that you know the state's intricate HR regulations found nowhere else in the United States. Gain the personal and professional recognition and credibility you deserve by carrying the California designation.

Although there are differences in California municipalities and for California state employees, the exam will not encompass those differences except to point out the information that will be integral to successful HR management.

As with the three core certifications, to remain certified, you must fulfill recertification requirements to show you are staying current with the California HR practices.

## THE CALIFORNIA EXAM ASSESSES YOUR KNOWLEDGE OF:

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- Compensation and Benefits (26%)
- Employee and Labor Relations (46%)
- Leaves of Absence and Workers' Compensation (17%)
- Health, Safety and Security (11%)

# FURTHER. GET CALIFORNIA-CERTIFIED.

## UNIQUELY CALIFORNIA HR

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HR professionals understand that California's laws and regulations are different from those of the other U.S. states. Adding to the complexity are the ongoing changes to the California laws and regulations. There are more than 170,000 HR professionals in California, but only 9,251 are PHR-or SPHR-certified, and among this group, 544 are California-certified. Gaining your California credential puts you in an elite team and demonstrates your credibility in the California HR field.

## FINANCIAL ASSISTANCE AVAILABLE

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- » **Your Employer:** Reach out to your benefits manager to see if your employer reimburses the cost of the exam through education assistance or professional development benefits.
- » **SHRM Foundation:** \$750 scholarships are available to SHRM members pursuing professional certification. Go to [www.shrm.org/foundation](http://www.shrm.org/foundation) to learn more about this program.
- » **Local SHRM Chapters:** Check with your local chapter for more details on its certification scholarships.

"Business leaders look for the California certification as one's validation of expertise in California employment law. Recently I changed jobs, and in the middle of this economic downturn, I had four job offers to choose from. I attribute this to my certifications, particularly my California certification."

Annette Snyder, SPHR-CA, GPHR  
Director of Human Resource  
Tiny Prints

# APPLYING FOR THE EXAM

Go to [www.hrci.org](http://www.hrci.org) and use your existing online certification record to apply for the PHR-CA/SPHR-CA exam. You must have a current PHR or SPHR credential to be eligible.

## SPRING

Exam Dates:	May 1–May 31, 2011
Applications accepted:	January 10–March 11, 2011
Late applications due*:	April 15, 2011

## WINTER

Exam Dates:	December 1–December 31, 2011
Applications accepted:	July 11–October 7, 2011
Late applications due*:	November 11, 2011

## EXAM FEES

	HR PROFESSIONAL	SHRM MEMBER
Application fee (nonrefundable)	US\$75	US\$75
Exam fee	US\$250	US\$200
Total fee due*	US\$325	US\$275

\*A US\$75 late fee will be incurred after the regular deadline.

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and our *CERTIFICATION MATTERS BLOG*   
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