



## The logo for the Iowa SHRM State Council is centered. It features a blue outline of the state of Iowa in the background. Overlaid on this is the text "Iowa SHRM" in a large, bold, black serif font, with "Iowa" in a smaller size than "SHRM". Below this, the words "STATE COUNCIL" are written in a smaller, bold, black serif font, separated from the text above by a thin horizontal line.

The Iowa State Council is pleased to support and endorse the use of Iowa's National Career Readiness Certificate (INCR). The Certificate offers employers a Proven, evidenced-based, and portable credential based on a set of common and essential skills by which they can identify individuals prepared to perform successfully in the workplace. This tool, developed by ACT, is nationally recognized and available to assist hiring professionals to more easily identify, select and train the most qualified applicant. Therefore, we proudly support the NCRC initiative on our website and through continuing education forums.

A handwritten signature in blue ink, reading "Mary K. Greiner", is written over a horizontal line.

Authorized Representative of the Iowa SHRM State Council

12-3-10

Date