



## Earn PDCs During the Grace Period

**Effective August 1, 2019**, SHRM Certification holders who are working toward recertification can earn PDCs for activities they participate in through their grace period (the 60-day period between their certification end date and expiration date).

### The Benefit of this Change

- Allows more time to add activities to your account.

### Details

- Any PDCs earned during this period may be applied toward the recertification requirement.
- No maximum on the amount of PDCs you can earn during this period aside from categorical PDC limits (Advance Your Organization - 20 PDC limit & Advance Your Profession - 30 PDC limit.)
- Since this activity is taking place after the regular recertification cycle, a \$50 late fee (in addition to the recertification application fee) to recertify will apply.

## Immediately Begin Earning PDCs for the New Recertification Cycle When You Recertify Early

**Effective August 1, 2019**, the new recertification cycle for SHRM Certification holders who recertify early will begin the day after they recertify. Their end date will still be on the last day of their birth month.

### Benefit of This Change

- Allows you to begin earning PDCs in your new cycle right away!
- If you recertify early you may have more than 3 years in your new cycle.

## Carry Over a Maximum of 20 Credits to the Next Recertification Cycle

**Effective August 1, 2019**, SHRM Certification holders who recertify with more than 60 PDCs in their account will be able to carry over up to 20 credits to their new cycle.

### Benefit of This Change

- Allows you the opportunity to get credit for up to 20 excess credits in your new cycle.

### Details

- You must have successfully recertified with more than 60 credits to carry over the excess.
- Maximum carry over is 20 credits per recertification cycle.
- Carry-over credits will be auto uploaded into your certification portal and will appear as an activity in the Advance Your Education category.
- Auto upload will appear in your certification portal at the end of the month following recertification.