



75<sup>TH</sup> ANNIVERSARY



SHRM MEMBERSHIP GUIDE

**Better Workplaces,  
Better World.**

[shrm.org/membership/guide](https://shrm.org/membership/guide)

# A Message From Our President

As a dedicated HR professional, you understand how the world of work has become increasingly complex, volatile and fast-paced. The issues of the day—from the skills gap to immigration, sexual harassment and more—show up in the workplace. The practice of HR requires strategy, creativity and flexibility, as well as the ability to anticipate and shape the future. HR's leadership has never been more critical to our businesses and our economy's health. This is why I am so proud of this profession and our dedicated members.

Today, we stand on the shoulders of the people who founded SHRM as the American Society for Personnel Administration (ASPA) in 1948. They set in motion one of the great forces for good in this world. It began from a simple notion that HR practitioners, those most familiar with the workplace, should have a say in how the world of work is regulated and built. From the beginning, we have sought to courageously drive change rather than to be driven by it. From this bold idea in Berea, Ohio, SHRM has blossomed into a global presence.

It is also why SHRM remains firmly committed to providing an expanding array of innovative resources, events and networking opportunities—as well as offering the world's pre-eminent HR certifications, the SHRM-CP® and SHRM-SCP®. This guide is designed to provide a helpful summary of all the benefits SHRM membership offers. Keep it handy—you will likely use different resources in different ways as you advance through your career as a practitioner, advocate and trusted advisor for the people you serve. Our more than 325,000 members tell us daily about the value of SHRM membership. We have guided, developed and given a powerful voice to HR professionals for 75 years. As you grow in this dynamic, evolving profession, having SHRM as your career partner will enrich your professional journey.

Sincerely,



Johnny C. Taylor, Jr., SHRM-SCP  
President & CEO



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# Guide to Member Benefits

Your SHRM membership provides access to thousands of benefits and resources.

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# Member Benefits

**You are on the front lines to drive change in today's workplace.**

**SHRM helps you keep up with the changing demands of HR and provides access to the tools to change the workplace.**



*Indicates products or services that qualify for PDCs.*



*Indicates products or services discounted for members.*

*Member benefits are subject to change.*

# Membership

Access a world of news, information, resources, tools and HR solutions. It all starts with [shrm.org](https://shrm.org).

Most of these benefits can be found at [shrm.org/resources](https://shrm.org/resources).



## Ask an Advisor Service

SHRM's experienced, certified HR Knowledge Advisors can provide assistance with your HR-related questions. Whether you need guidance on new regulations or have specific questions on topics such as the FMLA, the FLSA, COBRA or I-9 compliance, HR Knowledge Advisors can help.

[shrm.org/hrhelp](https://shrm.org/hrhelp)



## Tools & Samples

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

- Forms and Checklists
- How-To Guides
- HR Q&As
- Interview Questions
- Job Descriptions
- Policies
- Presentations
- Toolkits



## HR Topics

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

- California Resources
- Benefits & Compensation
- Inclusion, Equity & Diversity
- Employee Relations
- Organizational & Employee Development
- Talent Acquisition
- Technology

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

[shrm.org/topics-tools/topics](https://shrm.org/topics-tools/topics)



## Express Requests

The Express Request feature is a self-service online tool that allows SHRM members to access a wide variety of resources on various HR trending topics, seasonal issues and state law developments, all in one place.

[shrm.org/expressrequests](https://shrm.org/expressrequests)



## Legal & Compliance Resources

Stay up-to-date on state and federal employment laws with news articles, analysis and summaries of court decisions.

- Employment Law
- State & Local Updates
- Labor Relations

[shrm.org/legalissues/guide](https://shrm.org/legalissues/guide)

## SHRM PerkSpot

SHRM is proud to announce a new service to members! PerkSpot is a discount program tailored specifically to your interests. Access at work, home or on the go, and browse thousands of discounts.

[shrm.perkspot.com](https://shrm.perkspot.com)

## Interactive Tools

SHRM provides members exclusive access to a suite of interactive tools that can help quickly and efficiently perform several essential HR functions. Members can easily compare state labor laws, benchmark benefits and compensation data, and much more.

[shrm.org/interactivetools](https://shrm.org/interactivetools)

# Membership



## HR Vendor Directory

The HR Vendor Directory includes over 10,000 companies, consultants and service providers that offer 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. 💰

[vendordirectory.shrm.org/](http://vendordirectory.shrm.org/)

## Benchmark Salary Report

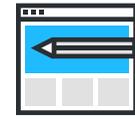
As a SHRM member, you get one FREE benchmark job report (\$245 value) from Salary.com. Plus, save 10% on additional single job reports and other product offerings. 💰

## Resource Hub Pages

Discover multiple resources on specialized workplace topics, all in one place. Access toolkits, policies and more on specific HR topics.

[shrm.org/resourcesandtools](http://shrm.org/resourcesandtools)

# Community



## SHRMConnect

Meet other HR professionals and build your network, or get help with your HR-related questions in over 20 different online communities.

[shrm.org/connect](http://shrm.org/connect)

## Local SHRM Chapter

Membership in one of our local chapters gives you access to a local network of HR professionals. As a member of a local chapter, you will have access to monthly programming, community networking opportunities, certification prep courses, local philanthropy, and volunteer opportunities.

Getting involved in a dynamic local community is a great opportunity to build relationships and share best practices with local professionals.

Join a chapter today for educational programs as well as products and services in your community that can broaden your skills and make you more valuable to your organization. SHRM membership and chapter membership are the perfect combination to expand and enrich your professional experience.

Each of SHRM's 575 affiliated chapters has its own dues, bylaws and application process.

SHRM also has member forums in select countries to encourage local networking among SHRM members located outside the U.S. 💰★

[shrm.org/chapters](http://shrm.org/chapters)

## Student Memberships

*Those enrolled in an undergraduate or graduate degree-seeking program can join SHRM as student members.*

With over 200 affiliated student chapters and more than 23,000 student members, SHRM helps guide the future of the HR profession by providing resources to support their studies, launch their careers and develop their career paths. Student member benefits include:

- Digital issues of *HR Magazine*.
- Career resources found on SHRM.org, such as resume templates, articles and toolkits.
- Upgraded access to [internships.com](http://internships.com).
- Academic scholarship opportunities.
- Reduced rates for events, including the SHRM Annual Conference & Expo.
- **And much more.**

Upon graduation, student members can upgrade to professional membership with a substantial introductory discount on dues, making it affordable to remain a SHRM member and access important resources to support their new role as an HR practitioner.

Details about student membership eligibility can be found online.

[shrm.org/membership/students](http://shrm.org/membership/students)

**“I’M MORE THAN TALENT MANAGEMENT.  
I’M CHANGING OUR CULTURE.”**

- Bhavna Dave, SHRM-CP



No one knows the business of people better than SHRM Enterprise Solutions. With 75 years of experience pioneering progress in the workplace, SHRM is a true extension of your team to help reach your unique business goals and empower your people. When your company turns to you to elevate Inclusion, Equity & Diversity (IE&D), Compensation & Benefits, Learning & Development, Talent & Acquisition, Leadership Skills, and Employee Relations, turn to SHRM.

## LEARN MORE AND APPLY TODAY

[shrm.org/es](http://shrm.org/es)



Elevate your HR leadership with the SHRM Executive Network (EN). Join a vetted community of top HR executives to access exclusive, knowledge-driven resources and experiences that inform your strategic decision-making, including complimentary registration to the EN Experience at the SHRM Annual Conference & Expo and Visionaries Summit.

## LEARN MORE AND APPLY TODAY

[shrm.org/executive](http://shrm.org/executive)

# Certification

**Stand out.** Gain more confidence, credibility and opportunities for career advancement with a SHRM-CP® or SHRM-SCP® certification.

## SHRM Certification

Join the growing number of professionals seeking to meet and exceed the higher expectations of HR in today's complex global economy.

The SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP) certifications address the role HR professionals have in leading organizational success. Based upon a core set of competency and knowledge—principles outlined in the SHRM Body of Applied Skills and Knowledge® (SHRM BASK®)—the SHRM-CP and SHRM-SCP illustrate to employers that holders of these certifications think strategically, perform effectively and are able to implement practices for optimal organizational efficiency.

The SHRM-CP and SHRM-SCP exams have been accredited by the Buros Center for Testing, ensuring that these HR certifications meet the highest standards in testing.

Visit [shrm.org/certification](https://shrm.org/certification) for details on testing locations, pricing and the application process. For corporate pricing options, email [CorporateCertifications@shrm.org](mailto:CorporateCertifications@shrm.org). 💰

## Application and Testing Windows

SHRM Certification accepts applications between Jan. 3 and late April each year for the May 1 through July 15 testing window.

For the Dec. 1 through February 15 testing window, the application period is June 3 through mid-November.

[shrm.org/certification](https://shrm.org/certification)



## Recertification

SHRM-CP and SHRM-SCP certification-holders have two options for recertification:

- **Option 1:** Earn 60 professional development credits (PDCs) within their three-year recertification cycle.
- **Option 2:** Retake the certification exam within the final year of their recertification cycle.

Recertify via PDCs by engaging in professional development activities that relate to the behavioral competencies and HR knowledge identified in the SHRM BASK®.

PDCs are earned in three categories:

- Advance Your Education
- Advance Your Organization
- Advance Your Profession

All 60 PDCs can be earned in the Advance Your Education category. 💰

[shrm.org/recertify](https://shrm.org/recertify)

**SHRM MEMBERSHIP PROVIDES ACCESS TO A WIDE RANGE OF TOOLS AND PROFESSIONAL DEVELOPMENT ACTIVITIES TO MAINTAIN YOUR CERTIFICATION.**

*Three PDCs awarded per each year of membership.*

# HR Today

**It all starts here.** Being on the front lines of today's workplace issues requires you to have access to the latest updates on HR news, advocacy, public policy and research.



## Newsletters

These opt-in newsletters provide news, compliance updates and trends on:

- California HR
- Certification and Recertification
- Compensation and Benefits
- Global HR
- Inclusion, Equity & Diversity.
- HR Technology
- People Management
- Public Policy
- Talent Acquisition and Talent Management
- Workplace Compliance

[shrm.org/newsletters/guide](https://shrm.org/newsletters/guide)

## HR Daily

Delivered each business day, this newsletter provides the latest news on all aspects of HR.

## HR Week

Delivered at the start of each week, this popular newsletter delivers a roundup of recent HR news and SHRM program announcements.



## HR Magazine®\*

SHRM's flagship publication features in-depth analysis of HR trends and issues.

[shrm.org/hrmagazine/guide](https://shrm.org/hrmagazine/guide)

*\*Professional members receive printed issues of HR Magazine. Internet-only members outside the U.S. and student members receive digital issues of HR Magazine.*

## All Things Work

Every Saturday, *All Things Work* from *HR Magazine* offers thoughtful insights into the rapidly transforming nature of work and the workplace.

[shrm.org/allthingswork/guide](https://shrm.org/allthingswork/guide)

## SHRM APP

The SHRM app includes features such as custom-tailored HR News, which allows you to:

- Choose the topics you're most interested in and get daily news delivered directly to your inbox.
- Easily share important articles with your peers and your professional network.
- Save articles while on the go to read later.



## Elevating the Voice of HR with Policymakers

Federal and state lawmakers rely on SHRM—the voice of all things work—to inform and shape policy solutions that benefit work, workers and the workplace.

Policymakers also rely on the voice of SHRM members to inform legislation from its inception and shape enduring policy to best address the needs of employees and employers. That is why SHRM created the Advocacy Team (A-Team), which is the core driver of positive workplace policy in action and encourages all SHRM members to join and become an advocate on behalf of the HR profession.

A-Team membership provides you access to exclusive email alerts that provide the latest updates on federal, state and regulatory public policy developments, and opportunities for you to engage on these issues.

## Research

SHRM's research will help you advance as an HR professional by providing data to support evidence-based decision-making and the strategic priorities of your organization. SHRM Research addresses issues across the world of work, providing timely and relevant insights to help organizations to make important decisions, lawmakers to write policy and executives to transform workplace culture.

Our body of research is bolstered by toolkits and playbooks to help you apply these insights to your own organization.

SHRM Research collaborates with leading Fortune 500 companies, research institutions and other nonprofits to provide best-in-class thought leadership in the HR space.

[shrm.org/research/guide](https://shrm.org/research/guide)



## Advocacy in Action

We ensure that SHRM members and our affiliates have the opportunities, tools and resources necessary to elevate the voice of HR across all levels of government.

SHRM leverages the voice of the Enterprise Network and Executive Council to engage directly with members of Congress and key workplace regulatory bodies.

SHRM advances workplace policy in state legislatures and localities across the country.

## SHRM's Policy Priorities

At SHRM, we are focused on six key policy areas that have a meaningful impact on the workplace:

- Workforce Development
- Workplace Equity
- Workplace Immigration
- Workplace Governance
- Workplace Flexibility & Leave
- Workplace Health Care

[advocacy.shrm.org/guide](https://advocacy.shrm.org/guide)

# Solutions

**You have questions. We have answers**—and so much more to help you gain the knowledge and functionality your organization needs.

## SHRMStore

The premier marketplace for all things work, the SHRMStore offers a comprehensive selection of merchandise, professional development and books. SHRM also works with industry leading partners to offer solutions that help our profession remain agile and current. Visit the SHRMStore online and look for us at all SHRM conferences, as well as at some SHRM chapter events 💰 ★

<https://store.shrm.org/>

## SHRM Compensation Data Center

It's critical to have trusted, HR-reported compensation data to attract and retain top talent. SHRM, in partnership with Salary.com, provides individual compensation data reports through CompAnalyst, a compensation data platform that lets you market price thousands of jobs across a wide range of industries, geographic locations, and company size. 💰

[shrm.org/cdc](https://shrm.org/cdc)

## Employee Engagement Survey

Gather insights from your staff using SHRM's Employee Engagement Survey to cultivate a culture that supports satisfaction, engagement and performance. SHRM, in partnership with Workforce Science Associates, offers a full-service program leveraging 40+ years of industry research to get to the bottom of what drives employees to work harder and stay with your company longer. 💰 ★

[shrm.org/EmployeeEngagement](https://shrm.org/EmployeeEngagement)

## Employee Handbook Builder

The SHRM Employee Handbook Builder (EHB) takes the work out of creating and maintaining an employee handbook. The stock policies offered in the platform are vetted by Jackson Lewis and reflect the latest federal and state workplace compliance guidance. You'll also receive regular alerts for any state or federal law changes that occur during your subscription term. 💰 ★

[shrmstore.shrm.org/guide](https://shrmstore.shrm.org/guide)

## FMLA Manager

SHRM, in partnership with J.J. Keller, provides members with a 30-day free trial to the FMLA Manager, an online service that makes leave tracking easier while complying with the latest federal and state regulations. The FMLA Manager's latest enhancement now includes an employee self-service portal. 💰

[shrm.org/fmla/guide](https://shrm.org/fmla/guide)



**“I’M MORE THAN A VP OF HR.  
I’M A RESOURCEFUL  
SOLUTION SEEKER.”**

- Fernan R. Cepero, SHRM-SCP

# Solutions

## SHRM HR Jobs

With hundreds of HR-specific positions posted each month, SHRM HR Jobs is the No. 1 career center for HR professionals. Job seekers can apply for positions at all levels of HR and in every discipline. From CHRO to HR director to compensation specialist to HR generalist to HR assistant, all can be found at SHRM HR Jobs.

Featuring over 200,000 registered HR professionals—including more than 120,000 with searchable resumes—SHRM HR Jobs provides employers with a focused audience of highly qualified human resource candidates. While SHRM HR Jobs is a free service for job seekers, fees apply for posting jobs and for searching the resume database. SHRM members receive discounted pricing for job posting and database access. 💰

[shrm.org/hrjobs](https://shrm.org/hrjobs)

## Labor Law Posters

SHRM, in partnership with J.J. Keller, offers a State and Federal Labor Law Posters. These labor law posters come with J.J. Keller's Annual Update Service, which ensures you receive an updated poster if a required change occurs during your subscription period. J.J. Keller also provides a Certificate of Compliance. 💰

[shrm.org/posters](https://shrm.org/posters)

## Workplace Mental Health & Wellness

As an HR professional, people manager or business leader, you have a unique position to lead efforts to support employee mental health in the workplace and foster a culture that encourages open conversations around mental health. The Workplace Mental Health Ally Certificate, developed by the SHRM Foundation and Psych Hub, is a great way to start. 💰

[workplacementalhealth.shrm.org](https://workplacementalhealth.shrm.org)

## SHRM 401(k) Solutions

As an HR professional, you know all about doing more with less! SHRM 401(k) Solutions by Raymond James, a program built for small businesses, was built with that in mind to take some of the burden of 401(k)s off your shoulders. 💰

[shrm.org/401k](https://shrm.org/401k)

## SHRM Survey Elite

SHRM Survey Elite, powered by Metolius, is designed for any organization that utilizes surveys for their employees, clients, customers or other business stakeholders. With Survey Elite, you can build your own surveys in addition to getting preprogrammed surveys from SHRM and our survey community. 💰

[shrm.org/survey](https://shrm.org/survey)

## SHRM Talent Assessment Center

The SHRM Talent Assessment Center, powered by Talogy, is the world's most comprehensive suite of online talent assessments, employment technology, tools and consulting services in one place. SHRM members can sign up for a free account to explore the full catalog of offering. 💰

[tac.shrm.org](https://tac.shrm.org)

## Harassment Prevention and Inclusion, Equity & Diversity (IE&D) Training

Improve workplace culture, foster inclusivity, and empower your staff to maintain a harassment-free and inclusive work environment for all. SHRM, in partnership with Kantola Training Solutions, offers training that helps make workplaces better, for everyone. 💰

[shrm.org/harassmentprevention](https://shrm.org/harassmentprevention)

## Job Description Manager

The SHRM Job Description Manager lets you create, maintain and organize your job descriptions online without any software downloads. That means you can put your energy into prepping for interviews and wowing top talent. 💰 ★

[jdm.shrm.org](https://jdm.shrm.org)

## Interview Guide Builder

The Interview Guide Platform, powered by Quintela, is the only platform designed by Industrial-Organizational Psychologists with a drive for simplicity. This digital tool allows hiring managers and recruiters to create skills-based interview guides and screening protocols. 💰 ★

[shrm.org/interview-guide-builder](https://shrm.org/interview-guide-builder)



# Learning

**Stay sharp.** Lead your organization and invest in your professional development to be an effective HR practitioner.



## Career Resources

In addition to SHRM HR Jobs, SHRM offers a variety of tools and opportunities you can use to advance your career:

- Networking locally through SHRM chapters.
- The “Featured Jobs” newsletter with a selection of jobs currently posted on SHRM HR Jobs.
- A weekly career column on enhancing and growing HR careers.
- SHRM conferences, seminars and educational offerings for professional development credits.
- SHRM certification and certification preparation programs for career advancement.

[shrm.org/careers/guide](https://shrm.org/careers/guide)

## SHRM Specialty Credentials

Earning a SHRM Specialty Credential demonstrates your targeted proficiency in key, complex and continually evolving topic areas while also enhancing your credibility among peers and employers. The process of earning a credential involves:

1. Successful completion of the specified live, instructor-led seminar (in person or online).
2. Participation in select topic-focused eLearning modules.
3. Completion of the online assessment at the passing levels.



## SHRM Essentials of Human Resources

The SHRM Essentials® of Human Resources program provides a foundational overview of HR practices and behaviors. Through real-world applications and scenarios, you will be introduced to fundamental HR issues to help you effectively approach the challenging and everyday situations that you face in the workplace. SHRM Essentials provides insights into the critical strategic role HR plays in the workplace. It also outlines the HR practices and behaviors of effective HR professionals around the world. 💰 ★

[shrm.org/essentials/guide](https://shrm.org/essentials/guide)

Among the eight specialty credentials offered by SHRM, these are some of the most popular:

- **SHRM Inclusive Workplace Culture Specialty Credential.**
- **SHRM Talent Acquisition Specialty Credential.**
- **SHRM Workplace Investigations Specialty Credential.**

Boost your professional brand. Become a SHRM Specialty Credential-holder. 💰 ★

[shrm.org/specialtycred/guide](https://shrm.org/specialtycred/guide)



## SHRM Education

SHRM Education continues to be the most comprehensive resource for professional development across all career levels. We deliver ongoing learning experiences to provide the knowledge necessary to perform your HR role, transform your talent and enhance your credibility as an HR professional. Through a robust curriculum, SHRM’s programs offer an innovative experience with bold content and forward-thinking strategies in a variety of learning formats to elevate you and your organization, including:

- Instructor-led programs, in person and live online ([shrm.org/seminars/guide](https://shrm.org/seminars/guide)).
- eLearning (self-paced) courses ([shrm.org/elearning/guide](https://shrm.org/elearning/guide)).
- Onsite team training ([shrm.org/orgtraining/guide](https://shrm.org/orgtraining/guide)).



## J-1 Visa Sponsorship

SHRM helps U.S. employers facilitate short-term trainings and internships for foreign talent by sponsoring programs for a J-1 Visa as part of the Exchange Visitor Program. 💰

[shrm.org/j1visa/guide](https://shrm.org/j1visa/guide)

## SHRM On Demand

SHRM On Demand offers HR professionals a cost-effective learning option to advance their knowledge and earn more than 60 recertification credits. This one-year subscription provides all-inclusive, unlimited access to hundreds of recorded concurrent sessions from major SHRM conferences, live events and webcasts on a wide variety of HR topics. 💰 ★

[shrm.org/ondemand](https://shrm.org/ondemand)

## SHRM Learning System for SHRM-CP/SHRM-SCP

The 2024 SHRM Learning System® for the SHRM-CP/SHRM-SCP reflects the SHRM BASK—upon which the SHRM-CP and SHRM-SCP exams are based—and delivers the most effective preparation for the SHRM certification exams. As the official HR certification prep tool, the SHRM Learning System provides everything needed to prepare for your SHRM-CP or SHRM-SCP certification exam.

### Features:

- Access the Online Resource Center for an interactive, personalized path toward success, including:
  - » Pre-test results that determine your strengths and areas for improvement to help focus your studies.
  - » Learning modules accessible online via the embedded e-reader or on the go when downloaded to your e-reader device.
  - » More than 2,500 situational judgment and knowledge questions.
- Practice Exam with 134 questions that have been previously offered on actual SHRM certification exams.

### Learning options:

- Self-Study Program: Design a study plan that fits your schedule for the ultimate flexibility.
- SHRM Courses: Experience an immersive and engaging course—available in person and virtually—led by a SHRM-certified instructor.
- SHRM Approved Education Partner Courses: Get hands-on instruction by a SHRM-certified instructor in person, online or as a hybrid of the two at more than 340 SHRM partners worldwide.
- Prepare Your Team: Let SHRM customize a program to meet the specific needs of your organization. 💰 ★

[shrmcertification.org/learning/guide](https://shrmcertification.org/learning/guide)



## People Manager Qualification (PMQ)

The award-winning SHRM PMQ teaches people managers to empower teams, transform workplaces and cultivate a high-performing staff. Equally educational and entertaining, PMQ is a learning experience unlike any other.

### The PMQ includes:

- Dynamic assets to identify strengths and areas for improvement.
- A highly interactive virtual learning experience
- Real world scenarios to put learning into practice.
- A final assessment to earn your PMQ.

Empower yourself and your managers to drive positive workplace culture through better management practices. 💰 ★

[shrm.org/PMQ](https://shrm.org/PMQ)

## SHRM Body of Applied Skills and Knowledge

The SHRM Body of Applied Skills and Knowledge® (SHRM BASK®), an evolution of the SHRM Competency Model, defines the knowledge areas and behavioral competencies needed for success in any HR role. The SHRM BASK was developed through a series of large-scale research studies that incorporated the viewpoints of thousands of HR professionals from around the world.

It was most recently updated in 2021 and now includes nine behavioral competencies as well as one technical competency. The SHRM BASK and the resources and credentials developed based on this framework provide the foundation for talent management throughout the HR life cycle.

[shrm.org/BASK](https://shrm.org/BASK)



# SHRM BASK®

## AT A GLANCE.



# Events

**Go where the action is.** SHRM events deliver world-class speakers and hundreds of sessions to provide live professional development and organizational solutions plus numerous networking opportunities.

## The AI+HI Project 2024

March 4-7, 2024 | Mountain View, CA  
Earn 16 PDCs

Generative AI has the potential to reshape industries in both the digital and the physical workspaces. As we navigate this disruptive wave of change, one tenet stands out—the true power of AI emerges when combined with human intelligence (HI), defining your organization's ability to thrive amid industry changes. Join us for pivotal and enlightening discussions alongside leading experts and executives as we guide the workforce to seamlessly integrate AI into core business strategies. 💰 ★

[conferences.shrm.org/a-hi-project](https://conferences.shrm.org/a-hi-project)

## SHRM Talent Conference & Expo 2024

April 14-17, 2024 | Las Vegas, NV & virtual  
Earn 20+ PDCs

Nothing will impact your organization's culture or bottom line more than employing the right people. During this event, you will have numerous opportunities to connect with the brightest minds in recruiting and talent management. You will learn how to reach untapped or underleveraged talent pools, retain high-performing employees, and stay on top of recruiting trends and innovations in order to remain competitive. 💰 ★

[conferences.shrm.org/talent-conference](https://conferences.shrm.org/talent-conference)

## SHRM Annual Conference & Expo 2024

June 23-26, 2024 | Chicago, IL & virtual  
Earn 25+ PDCs

Join more than 22,000 HR professionals at the world's largest HR conference, with more than three and a half days of professional development. With 300+ sessions, our comprehensive program is designed to give you a full range of HR education. From the basics that all HR professionals need to know, to offerings for C-suite leadership, to the latest ideas that are changing the workplace landscape, SHRM24 is sure to help you stay on top of what's to come in the world of work. No matter where you are in your career, there is something for you. 💰 ★

[annual.shrm.org](https://annual.shrm.org)

## SHRM INCLUSION 2024

November 5-7, 2024 | Denver, CO metro area & virtual  
Earn 20+ PDCs

More than a traditional conference, INCLUSION 2024 is a can't-miss experience where you will be empowered and energized to create a world of work that truly works for all. Turn your IE&D discussions into action and gain the latest strategies and fresh insights you need to face your own biases, address inequalities and shift exclusionary workplace habits. These learned practices will help boost employee satisfaction and bottom-line business outcomes. 💰 ★

[conferences.shrm.org/inclusion](https://conferences.shrm.org/inclusion)

## Women in Leadership Institute 2024

November 11-14, 2024 | Orlando, FL & virtual  
The Women in Leadership Institute™ (WIL) is a four-day learning conference equipping women leaders with actionable strategies to overcome the hurdles they often face in the workplace. This immersive leadership opportunity accelerates the advancement of women across all levels, industries and roles, while providing career-changing networking opportunities. We know women leaders need flexibility—so WIL returns this year with in-person and virtual conference options! ★

[conferences.shrm.org/women-in-leadership](https://conferences.shrm.org/women-in-leadership)

*Conference dates and locations are subject to change.*



# Affiliates



Founded in 1966, the SHRM Foundation is the 501(c)(3) philanthropic arm of the world's largest HR professional society, SHRM. The SHRM Foundation elevates and empowers HR professionals as a force for social good so that all talent workplaces can prosper and thrive. It is committed to widening pathways to work, strengthening the HR Field and tackling societal challenges affecting workplaces like mental health, addiction and equity to build a world of work that works for all.

[shrmfoundation.org](http://shrmfoundation.org)

## Join SHRM Professional Membership

- Special memberships available for global professionals and students.
- 2- or 3-year professional memberships available.

[shrm.org/join](http://shrm.org/join)

## Questions? Contact us at [shrm@shrm.org](mailto:shrm@shrm.org) or call:

+1.703.535.6490 or 800.283.7476 (U.S. only), or +1.703.548.3440 (International)

## Please Note:

- Members must abide by the SHRM Code of Ethical and Professional Standards in Human Resource Management. Review the code at [shrm.org/ethics](http://shrm.org/ethics)
- SHRM membership is individual, so your membership follows you. Please make sure to keep your contact information current, especially when changing jobs or addresses.
- SHRM membership stays with the member even if he or she leaves the company.
- 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), 1% of the annual dues are allocable to lobbying expenses and are therefore not deductible.

*Member benefits and resources are subject to change.*

# FAQs

## When will my membership be activated?

When joining online or by phone: within 30 minutes. When joining by fax: within 24-48 hours. When joining by mail: 4-6 weeks from the time you mail your application and payment.

## How do I update my SHRM profile?

You can update your mailing address, email, demographic information and other personal information at any time online via mySHRM at [shrm.org/myshrm](http://shrm.org/myshrm). Note: You must be signed in to make these changes.

## What's my username and/or password?

Your email address is your username. If you have forgotten your password, go to [login.shrm.org](http://login.shrm.org) and click "Need Help Signing In?" to have your password reset.

## May I share my membership login with other people?

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 Ethical and Professional Standards in Human Resource Management.

## When does my membership expire?

It expires 12 months from the end of the month in which your membership was processed. Example: If your membership was processed on 1/2/2023, then your membership expires on 1/31/2024.

## 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 Ask an Advisor service, printed issues of *HR Magazine*, research reports, discounts on SHRM educational programs and products, and networking opportunities with nearly 325,000 HR professionals. Be sure to maximize your professional development and networking opportunities by becoming a member of both SHRM and an affiliated chapter. It's a winning combination!

## Where can I update my mailing address and contact information?

Visit [shrm.org/myshrm](http://shrm.org/myshrm) to update your information.

## What are the hours of operation?

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



75<sup>TH</sup> ANNIVERSARY



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**Contact SHRM**

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Phone International: +1.703.548.3440

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[shrm.org/membership/guide](https://shrm.org/membership/guide)

