



SHRM SENIOR CERTIFIED PROFESSIONAL

The Society for Human Resource Management (SHRM)
Hereby Certifies That

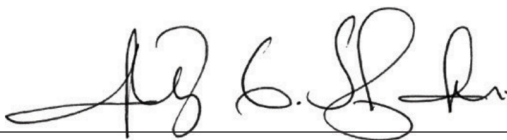
Cole B. Hamilton

ACHIEVED THE SHRM SENIOR CERTIFIED PROFESSIONAL

SHRM-SCP®

By meeting the experience, education, and demonstrated HR Competency
and Knowledge requirements as established by SHRM.

Witness the signature of the duly authorized officer of SHRM:
Attest:



Johnny C. Taylor, Jr.
President and Chief Executive Officer

CERTIFIED SINCE: **31 January 2022**

*This certificate alone does not guarantee current certification status.
Visit the SHRM Certified Directory at <http://bit.ly/2HPCgev> to verify certification status.*





SHRM-SCP® Feedback Report

Eligibility ID: SHRMAPP182267

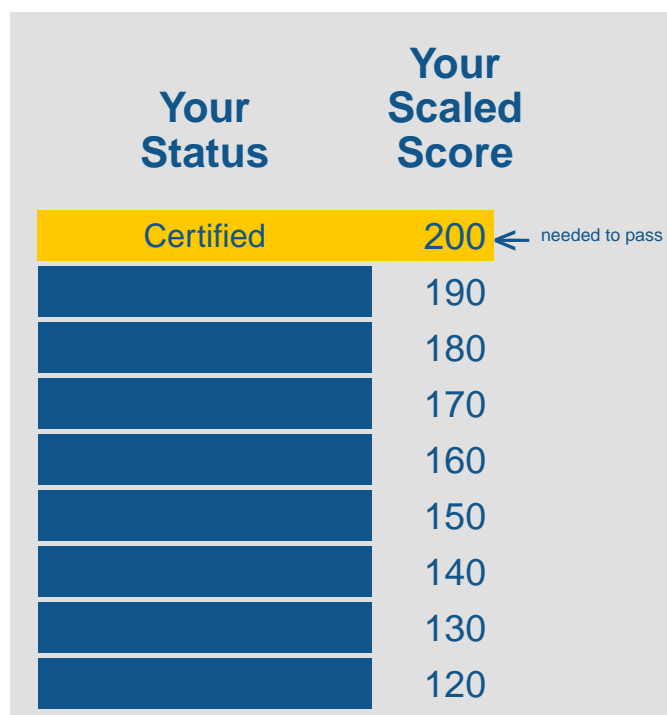
Date: 31 January 2022

Dear Cole B. Hamilton,

Congratulations on passing the SHRM Senior Certified Professional (SHRM-SCP) exam! Your results have been officially confirmed, and you are certified as a SHRM-SCP.

Your official score on the exam was **200** and is shown in yellow on the chart below.

Final status (pass / not pass) for the SHRM-SCP exam is based on overall exam performance and is reported as a standardized scaled score. The range of these scaled scores is 120 to 200. All candidates who pass the exam receive the maximum score (200).



The next chart provides additional feedback on your SHRM-SCP exam performance. You can use this information to plan your future professional activities, particularly as you acquire professional development credits to recertify your SHRM-SCP. The dashed line represents the level of performance that is expected for a SHRM-SCP in each of the three knowledge domains (People, Organization, Workplace) and the three behavioral competency clusters (Interpersonal, Business, Leadership).

A result in the gray zone represents exam performance at a level consistent with standard proficiency expected of a SHRM-SCP certified professional. Scores in the blue zone represent areas of strength. Scores in the yellow zone represent areas with the greatest potential for improvement. Note that the distance from the dashed line provides an approximate measure of how far above or below your exam performance was when compared to the standard for that area. Percentages in parentheses represent the score weighting for each subject area (i.e., how much of the exam is based on each domain or cluster).



Your SHRM-SCP score and feedback on the different areas of the exam are confidential. We provide these to you for developmental purposes only. Exam score and feedback will not be disclosed by SHRM to anyone without candidate consent, unless required by law enforcement or judicial authorities. If you would like your exam results to be released to a third-party person or organization, you must provide SHRM with a written request that specifically identifies the type of information (exam date, score, pass/fail status, etc.) about the exam results that the third party should receive.

Thank you for taking the SHRM-SCP exam and demonstrating your commitment to the HR profession by becoming one of more than 110,000 professionals who currently hold either the SHRM-CP or SHRM-SCP. If you have questions, please contact the SHRM Certification team at certification@shrm.org or via telephone at 800.283.SHRM (7476), option 3 or +1.703.548.3440, option 3 (outside the U.S.).

Sincerely,

Alexander Alonso, Ph.D., SHRM-SCP
Chief Knowledge Officer
Society for Human Resource Management