

# CERTIFICATE OF MEMBERSHIP

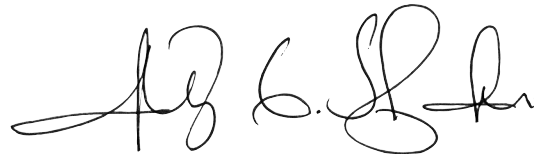
The Society for Human Resource Management (SHRM) certifies that

**Ms. Dwina Higgs**

is a member in good standing with all  
the privileges and benefits accorded through

**11/30/2024**

Presented by



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

