

2020
Certificate of Recognition

is hereby presented to

NORTHERN ILLINOIS UNIVERSITY

Top 20 SHRM Learning System



A handwritten signature in black ink, appearing to read "Johnny C. Taylor".

**JOHNNY C. TAYLOR, SHRM-SCP
PRESIDENT & CEO**

Society for Human Resource Management

A handwritten signature in black ink, appearing to read "Marybeth Anderson".

**MARYBETH ANDERSON
PRESIDENT & CEO**

Holmes Corporation