

Employer Justification: HR Recertification Annual Pass

Continuing education required to maintain HRCI & SHRM certification — \$250/year

WHY THIS EXPENSE IS NECESSARY

HRCI certifications (PHR, SPHR, GPHR) and SHRM certifications (SHRM-CP, SHRM-SCP) require recertification credits every three years. If credits are not completed, the certification lapses and the credential holder must retake the certification exam. This purchase maintains a professional credential that the HR role depends on.

COST COMPARISON

Option	Cost	Time Away	Credit Coverage
RecertifyHR Annual Pass	\$250 flat	None — fully self-paced online	88 courses, 121+ credit hours — full cycle covered
HR conference	\$1,500–\$3,000 + travel	2–4 business days	Partial — rarely covers a full cycle
Individual courses purchased separately	\$50–\$150 per credit hour	None	Per-course; costs compound quickly

ACCREDITATION

- HRCI Approved Provider
- SHRM Education Partner
- All credits pre-approved — no petitions or verification needed
- Trusted by 2,800+ HR professionals

WHAT THE ORGANIZATION GETS

- HR staff remain certified and compliant
- Certificates of completion for personnel records
- Audit-ready credit tracking
- Zero productivity loss — no travel or time off

PURCHASE & REIMBURSEMENT PROCESS

- Purchase online at **recertifyhr.com/pricing** — any major card accepted
- An itemized receipt (product, amount, date) is emailed immediately after checkout
- 30-day money-back guarantee
- Covering multiple team members? Volume pricing from 3 seats at **recertifyhr.com/teams**