



HEREBY CERTIFIES THAT

MICHAEL EDMUND MCGILL

having met with distinction the high standards of education, experience and demonstrated knowledge in Human Resource management at the strategic and policymaking level as practiced in the US established by this institute, has been certified as a

Senior Professional in Human Resources®

Witness the signature of the duly authorized officer of this institute:

PERIOD OF CERTIFICATION:

12/28/2019 - 11/30/2023

ATTEST:

CHIEF EXECUTIVE OFFICER:

CERTIFIED SINCE:

12/28/2019

Angela Confrance



HR Certification Institute retains sole ownership of this certificate.

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HR CERTIFICATION INSTITUTE