

HR Certification Benefits

FAQs for EA Members



The Employers' Association and HRCI are committed to supporting HR career development and ongoing education. We have partnered to offer EA members the following benefits when obtaining or renewing their Associate Professional in Human Resource® (aPHR®), Professional in Human Resources (PHR®), Professional in Human Resources – California® (PHRca®), Senior Professional in Human Resources® (SPHR®) or Global Professional in Human Resources® (GPHR®) certifications:

- All aPHR/PHR/SPHR certified professionals will be eligible to receive up to 12 hours of recertification credit for being employed at a member organization! Credit Eligibility is based on the number of years you were employed at an Employers' Association member organization during your recertification cycle. Credits can also be prorated monthly for partial years of employment at a member company or based on the company's number of years as an Employers' Association member.
- \$50 exam fee discount for the aPHR®, PHR®, SPHR®, and GPHR® exam.

Quickly resolve questions and issues regarding recertification, contact: jd.nomdedeu@hrci.org

FREQUENTLY ASKED QUESTIONS

Get HRCI Certified

Q: Is there a promo code for the \$50 exam discount?

A: Yes. Before completing your online application, don't forget to use the exclusive code **EA050** to receive a \$50 discount. When you are in the process of registering for an exam, in the HR Affiliations field, please type the Employers' Association so HRCI is aware of the referral.

Q: May I use more than one promo code for exam discount?

A: No, only one promo code may be redeemed per application.

Q: How does the \$50 exam discount interact with the Build Your Own Bundle (BYOB) experience?

A: The exam discount is applied to the application exam fee prior to the BYOB experience.

Stay HRCI Certified

Q: How often will I be able to submit the 12 credit hours on my recertification application?

A: We recommend you submit up to 4 credit hours annually or the total applicable credits at the end of your recertification cycle.

Earn up to 12 recertification Credits per certification renewal cycle. Three credits per full year of membership (to a maximum of 9 credit hours) under the "Professional Achievement" category and an additional 1 Business credit (to a maximum of 3 credit hours for SPHR) under the "Professional Development: Self-Directed" education category. If your HRCI credential does not require Business credit, the credit type will default to HR (General) credit.

Q: Is documentation needed to confirm EA membership?

A: Documentation must be provided if you are chosen for an audit. If you are audited, please contact the Employers' Association for proof of membership.

Q: I do not have my SPHR, how can I utilize the business credits?

A: If you do not have an SPHR certification, the credit type will default to an HR (General) credit.