

**Senior Professional in Human Resources**

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Lumsden & McCormick, LLP is pleased to announce that Eileen M. Connor-Costilow, Director of Human Resources, has earned the Senior Professional in Human Resources (SPHR) designation as issued by The Human Resources Certification Institute (HRCI), the credentialing arm of the Society of Human Resources Management (SHRM).

The SPHR designation is recognized nationally and internationally as an indication of both experience and expertise in the practice of human resources. Certification indicates that the individual has mastered the body of knowledge of human resources at the strategic level as determined by a comprehensive test. The test is comprehensive and difficult because it doesn't just require mere expertise in programs and various employment laws. Rather, one needs to be able to integrate multiple laws/regulations and programs in order to answer the questions. According the HRCI, only 52% percent of those taking the SPHR passed during the most recent testing cycle (May-June 2009).

Eileen has over 12 years of experience in human resources. She has been with Lumsden & McCormick as Director of Human Resources since 2005 and is a graduate of the State University of New York at Buffalo.