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**Maximizing Impact on Career Management  
with Your Organization**

presented by

Mark Friedmann, *Principal*, MJF Associates

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This program has been approved for 1.5 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

For more information about certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org).

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**Buffalo Niagara Human Resource Association**

P.O. Box 287, Orchard Park, NY 14127