



## Legal Restrictions for OFAC Sanction Countries

SHRM must comply with international trade sanctions imposed by the U.S. government (Office of Foreign Assets Control or OFAC). These sanctions prohibit SHRM from providing certain products and services—including exam administration and recertification services—to individuals or organizations located in designated countries, or to a person or organization that is designated on a U.S. government-maintained list. For this reason, individuals who (1) are on any such list or who work for a company that is on such a list maintained by the U.S. government, or (2) themselves are affiliated with, or are employed by organizations that are affiliated with, governments of those countries that are subject to sanctions, or (3) are residents of or are ordinarily residents of countries where U.S. sanctions prohibit SHRM from providing these services will not be able to take the SHRM certification exams or be eligible for recertification. Individuals from the following countries may be subject to additional screening and, in some cases, may not be allowed to sit for the exam or to recertify. The countries in question are:

Albania	Belarus	Bosnia and Herzegovina	Burundi
Central African Republic	Croatia	Cuba	Democratic Republic of Congo
Iran	Iraq	Kosovo	Lebanon
Libya	Macedonia	Mali	Montenegro
Nicaragua	North Korea	Russia	Serbia
Somalia	South Sudan	Sudan	Syria
Ukraine (including the Crimea region)	Venezuela	Yemen	Zimbabwe

**NOTE:** U.S government sanctions laws change from time to time, and SHRM reserves the right to immediately implement any changes or additions to these restrictions or to the list of countries above as appropriate.