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The PHR exam is available via the Prometric test centers. It is computer based - no need for paper and pencil at all. HRCI recommends that a PHR candidate has 2-4 years of exempt-level professional HR work experience before sitting the exam. In order to earn the PHR certification, a candidate must fulfill the eligibility requirement (candidate must have as a minimum two years of relevant experience). For the latest exam test windows and fees, visit <http://www.hrci.org/HRCertification/> . You may download the necessary paperwork from there as well. The PHR-CA certification is designed to add to the PHR credentials. The 125-question exam focuses on knowledge of the HR-related laws and practices specific to the state of California. This book covers BOTH exams. The CA specific laws and regulations are thoroughly covered in this book.

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