



HOUSE COMMITTEE ON SMALL BUSINESS
Witness Disclosure Statement
Required by House Rule XI, Clause 2(g)

Your Name: <u>Debbie Norris</u>		
1. Are you testifying on behalf of a Federal, State, or Local Government entity?	YES	<input checked="" type="radio"/> NO
2. Are you testifying on behalf of an entity other than a Government entity?	<input checked="" type="radio"/> YES	NO
3. Other than yourself, please list what entity or entities you are representing: <u>Society for Human Resource Management (SHRM)</u>		
4. Please list any offices or elected positions held or briefly describe your representational capacity with the entities disclosed in question 3. <u>SHRM member + volunteer</u>		
<i>(For those testifying on behalf of a Government entity, ignore these questions below)</i>		
5. a) Please list any Federal grants or contracts (including subgrants or subcontracts), including the amount and source (agency) which <u>you</u> have received and/or been approved for since January 1, 2013: <u>None</u>		
b) If you are testifying on behalf of a non-governmental entity, please list any federal grants or contracts (including subgrants or subcontracts) and the amount and source (agency) received by the <u>entities listed under question 3</u> since January 1, 2013, which exceeded 10% of the entities' revenues in the year received: <u>None</u>		
6. If you are testifying on behalf of a non-governmental entity, does it have a parent organization or an affiliate who you specifically do not represent? If so, list below:	<input checked="" type="radio"/> YES	NO
<u>SHRM Foundation, Council for Global Immigration, HR People+Strategy (HRPS)</u>		

Signature: Debbie Norris Date: 9/10/15