

# GRP® Certification Requirements

**WorldatWork®**  
Total Rewards Association

Legacy Certification Course/Exam	2025 Certification Course/Exam	GRP® Exam Required
Total Rewards Management (T1/GR1)	Creating Impact Through Total Rewards	✓
Strategic Communications in Total Rewards (T4/GR9)	Understanding the Total Rewards Regulatory Landscape	✓
Base Pay Administration and Pay for Performance (C4/GR4)	Designing and Managing Base Pay Systems	✓
— AND — Job Analysis, Documentation and Evaluation (C2/GR3)		
Variable Pay: Improving Performance with Variable Pay (C12/GR6)	Improving Performance with Variable Pay	✓
Market Pricing: Conducting a Competitive Pay Analysis (C17/GR17)	Market Pricing and Competitive Pay Analysis	✓
Quantitative Principles in Compensation Management (C3E)	Compensation Analytics and Insights	✓
International Financial Reporting Standards for Compensation Professionals (T7)	Finance and Accounting Applications for Total Rewards	✓
Business Acumen for Compensation Professionals (C8)	Business Acumen and Communication Strategies in Total Rewards	✓
— AND — Strategic Communications in Total Rewards (T4/GR9)		
International Remuneration: An Overview of Global Rewards (GR7)	Managing Global Total Rewards	✓