

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**RUSSELL WELSH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00247.a**

**Integrated Public Alert and Warning System  
(IPAWS)**

*Issued this 17th Day of December, 2012*



A handwritten signature in black ink, appearing to read "Tony Russell".

Tony Russell  
Superintendent  
Emergency Management Institute