Emergency Management Institute



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-00033.10 FEMA Initial Ethics Orientation 2010

0.1 IACET CEU

Issued this 9th Day of September, 2010



 \bigcirc

Cortez Lawrence, PhD Superintendent Emergency Management Institute