

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-00033.17

FEMA Initial Ethics Orientation 2017

Issued this 16th Day of December, 2017



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

Tony Russell
Superintendent
Emergency Management Institute