

Emergency Management Institute



FEMIA

This Certificate of Achievement is to acknowledge that

RUSSELL B WELSH

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

IS-00197.EM

**Special Needs Planning Considerations
for Emergency Management**

Issued this 24th Day of August, 2009



A handwritten signature in black ink, appearing to read "Cortez Lawrence".

Cortez Lawrence, PhD
Superintendent
Emergency Management Institute