

Emergency Management Institute



FEMIA

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-00319.a

Tornado Mitigation Basics for Mitigation Staff

Issued this 21st Day of December, 2019



A handwritten signature in black ink, appearing to read "Jeffrey D. Stern".

Jeffrey D. Stern, Ph.D.
Superintendent
Emergency Management Institute
Federal Emergency Management Agency