

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-00912

**Retail Security Awareness
Understanding the Hidden Hazards**

Issued this 19th Day of December, 2017



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

Tony Russell
Superintendent
Emergency Management Institute