

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-00915

**Protecting Critical Infrastructure
Against Insider Threats**

Issued this 15th Day of December, 2014



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

Tony Russell
Superintendent
Emergency Management Institute