

The University of Georgia

and the Carl Vinson Institute of Government

hereby certify that

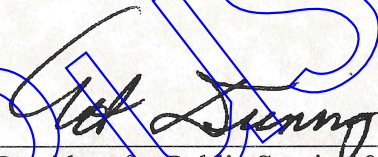
Russell B. Welsh

has successfully completed

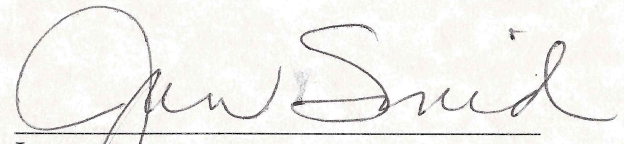
MDP Course 1 – Core Leadership Skills Part 1

Columbia County

September 9 – November 6, 2003



Vice President for Public Service & Outreach
The University of Georgia



Instructor
Management Development Program

(48 hours of instruction, 4.8 CEU credits)