

Emergency Management Institute



FEMMA

This Certificate of Achievement is to acknowledge that

JEREMY E BAYER

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

IS-00001

**Emergency Program Manager
An Orientation to the Position**

Issued this 2nd Day of September, 2009



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

Tony Russell
Superintendent
Emergency Management Institute