

Emergency Management Institute



FEMMA

This Certificate of Achievement is to acknowledge that

JEREMY E BAYER

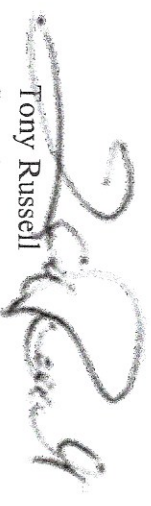
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00033.10

FEMMA Initial Ethics Orientation 2010

Issued this 1st Day of June, 2010




Tony Russell
Superintendent
Emergency Management Institute