

# 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-00100.a**

**Introduction to the Incident Command System,**

**ICS-100**

*Issued this 3rd Day of September, 2009*



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

Tony Russell  
Superintendent  
Emergency Management Institute