

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**ROBERT C ANDERSON**

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

**IS-00244.b**

**Developing and Managing Volunteers**

*Issued this 30th Day of May, 2018*



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

Tony Russell  
Superintendent  
Emergency Management Institute