

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

ZACHARY G MICHAEL

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

IS-00244

Developing and Managing Volunteers

Issued this 19th Day of June, 2009



A handwritten signature in black ink, appearing to read "Cortez Lawrence".

Cortez Lawrence, PhD
Superintendent
Emergency Management Institute