

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**ROBERT D ANDREWS**

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

**IS-00244.a**

**Developing and Managing Volunteers**

*Issued this 18th Day of April, 2012*



A handwritten signature in black ink, reading "Vilma Schifano Milmo".

Vilma Schifano Milmo  
Superintendent (Acting)  
Emergency Management Institute