

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

AVERY CHIPKA

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

IS-00106.14

Workplace Violence Awareness Training 2014

Issued this 24th Day of November, 2014



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

Tony Russell
Superintendent
Emergency Management Institute