

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

AVERY Z CHIPKA

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

IS-00265

Basic Instructional Skills

Issued this 26th Day of January, 2014



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

Tony Russell
Superintendent
Emergency Management Institute