



**FEMA**



**NATIONAL DISASTER &  
EMERGENCY MANAGEMENT  
UNIVERSITY**

This Certificate of Achievement is to acknowledge that

**ERIC R SANDLIN**

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

**IS-244.b: Developing and Managing Volunteers**

Jeffrey D. Stern, Ph.D.  
Superintendent  
National Disaster & Emergency  
Management University



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