



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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