

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

FREDERICK J HARGRO

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

IS-00103

**Geospatial Information System Specialist
(GISP)**

Issued this 3rd Day of May, 2013



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

Tony Russell
Superintendent
Emergency Management Institute