

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

STEPHEN J CLIFFE

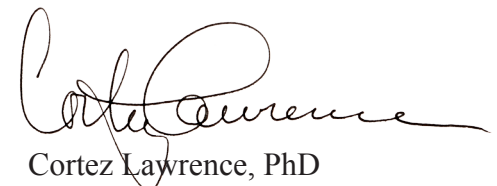
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00244

Developing and Managing Volunteers

Issued this 11th Day of September, 2009




Cortez Lawrence, PhD
Superintendent
Emergency Management Institute