

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**ALAN R JESKEY**

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

**IS-00016**

**A Supervisor's Guide  
to Equal Employment Opportunity**

*Issued this 1st Day of March, 2009*

Cortez Lawrence, PhD  
Superintendent  
Emergency Management Institute