



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Dustin Abramson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

11.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ben Adams**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kwabena Adu-Sarkodie**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mohammed Al-Farsi**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Clara Almeter**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**John Anderson**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'.

KATE DEHAAN  
ASSOCIATION MANAGER

12

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brett Anderson**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Steve Applegate**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kola Awosika**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

14.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Nathan Baggett**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'. Below the signature is a thin horizontal line.

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Matthew Baker**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Dann Barrett**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jamie Bates**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Sue Bazen**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Robert Biase**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Angie Bidlack**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

11

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joy Bosse**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**William Boyle**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Andrea Bretl**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Sally Brown**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Nathan Brune**

---



KATE DEHAAN  
ASSOCIATION MANAGER

5.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kristen Buell**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

12.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Michelle Buffenbarger**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Rowan Burdick**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Aaron Burns**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**David Burns**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Benjamin Burroughs**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Patrick Carney**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Juan Carrizo**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

6.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Troy Casey**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Reid Cepa**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large initial 'K'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

14.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Shihua Chen**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

15

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Heather Cheslek**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**David Clark**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Richard Claus**

---

KATE DEHAAN  
ASSOCIATION MANAGER

6.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**David Clidence**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Andrew Cochrane**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kristin Comer**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Matt Cordial**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'. Below the signature is a thin horizontal line.

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jon Craig**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Aaron Crow**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kaitlynn Currie**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Thomas Currie**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Henry Cushing**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Dan Cutshaw**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Adam Cuttriss**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jim Czarnik**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Matthew Dabertin**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Maithilee Das**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

13.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Michael Dauterman**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

15.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Derek Davidson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

10

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Les Day**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Luis De Cristofaro**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Teddy Deahl**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Aaron Deeter**

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Nathan DeLisle**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'. Below the signature is a thin horizontal line.

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brian Desharnais**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

KATE DEHAAN  
ASSOCIATION MANAGER

7.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeff DeWitt**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Scott Dompke**

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Chelsie Donnelly**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**David Adam Downey**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Yan Duan**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Terrance Dull**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

2

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jason Duncan**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kaleb Duncan**

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Keegan Dunn**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

12.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Justin Eakright**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kevin Earnest**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeff Eilers**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Matthew Elder**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Bob Ervin**

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brad Ewart**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Umar Faruq**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joseph Feathers**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ulrik Folkman**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joshua Ford**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jacob Fowler**

---

KATE DEHAAN  
ASSOCIATION MANAGER

7.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brian Fox**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jacob Fox**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joe Foy**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Chris Franz**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Todd Frauhiger**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Lance Gaffin**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Michael Gangstad**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Gregory Garnes**

---

*Kate Dehaan*

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kate Garvey**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'. Below the signature is a thin horizontal line.

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Bryce Gast**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

15.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brad Gasvoda**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Tim George**

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ashley Getz**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

7.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Debra Giessler**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Bill Glessner**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeff Glover**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Anthony Goodnight**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Alexis Grabast**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Emily Grabill**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mark Gray**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mike Green**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Richard Grenville**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Steven Gress**

---

KATE DEHAAN  
ASSOCIATION MANAGER

12

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Donald Grimstad**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

10.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ben Groeneweg**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Logan Guffey**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Eric Haenlein**

---

A handwritten signature in black ink that reads 'Kate DeHaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**James Hall**

---

KATE DEHAAN  
ASSOCIATION MANAGER

6.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeremy Hardy**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Josh Harner**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Chris Harrison**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ryan Hartman**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**James Harvey**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'.

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brenton Hasenour**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Olivia Hawbaker**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large, looped 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brad Haymaker**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Tim Healy**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Bob Hendricksen**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Donald Hendrickson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Steve Henschen**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeff Hersha**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Connor Hickey**

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Chip Hill**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Robert Holden**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brian Hood**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**W. Blaine Howell**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Misty Humphries**

---

KATE DEHAAN  
ASSOCIATION MANAGER

---

2

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kellen Hurst**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Aaron Hutton**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Bridget Ingram**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

12.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Tory Irwin**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

11.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Duane Jarvis**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mark Jesse**

---



KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Christopher Jeter**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jessie Johnson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Steven Johnson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Sarah Jones**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**John Judge**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jessica Kahn**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Zachary Katter**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

12

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jada Kent**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jon Kline**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jacob Klosinski**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

15.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jesse Knibbs**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'. Below the signature is a thin horizontal line.

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kristina Kolodziel**

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**JJ LaBounty**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Gary Ladd**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Chad Lampe**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jonathan Lanari**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Adam Lane**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Lance M. Langer, P.E. MBA**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ryan LaReau**

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Emily Lazo-Wasem**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large, looped 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Rebecca Lee**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Andrew Lemberis**

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Todd Lemen**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**George Lewis**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Sherry Loshnowsky**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

2

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Serena Lozano-Shane**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Austin Lutterbach**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Michael Machlan**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

12.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**John Magsam**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ian Mangan**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kasey Marley**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jordyn Marshall**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joshua Martin**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Herik Martinez**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Stephen Matheny**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Travis Maupin**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jordan McCormack**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

7.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Cheyenne McDaniel**

---

A handwritten signature in black ink that reads 'Kate Dehaan' in a cursive script.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joseph McIntosh**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeff McKean**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Camille Meiners**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large, flowing 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Katherine Merkle**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

12.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Wes Merkle**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jenny Miller**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Isaac Miller**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Lois Minelli**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Chelsea Modlin**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

2

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**David Mohler**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Trent Montemayor**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Amy Moore**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Seth Morin**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Josh Morris**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Philip Morton**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Farshad Moshgbar**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**David Murray**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Elijah Neeley**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brian Neilson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Emily Nelson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Zach Neukam**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'. Below the signature is a thin horizontal line.

KATE DEHAAN  
ASSOCIATION MANAGER

6.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ken Ngwenya P.E.**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Eric Noe**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mark Nye**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joshua O'Keefe**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Michelle Osborne**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

2

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mark Ostrowski**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Robert Page**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Catherine Pallotta**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

2

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ricardo Paredes**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Vincent Parker**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

KATE DEHAAN  
ASSOCIATION MANAGER

15.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Stacey Paul**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Andrew Peters**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Emily Peterson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Bill Pettit**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Pat Pinkerton**

---

KATE DEHAAN  
ASSOCIATION MANAGER

14

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ian Piro**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jamie Poczekay**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**James Portz**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Tyler Price**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jonathan Query**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Nicholas Rademacher**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Archana Raju**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'. Below the signature is a thin horizontal line.

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Douglas Ralston**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kris Ransberger**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Chris Ravenscroft**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

11

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Benjamin Reed**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Amanda Rickard**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Charlie Riggs**

---

A handwritten signature in black ink that reads 'Kate DeHaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

14.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Chris Ripke**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Andrew Robarge**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Sam Robertson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeremy Roschyk**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Anastasia Rosenow**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Becky Ruark**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Dustin Sailor**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

15.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Shaiza Sajjad**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Stuart Savka**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Garret Schleis**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**TJ Schmid**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

10

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeremy Schmitt**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Zachary Schortgen**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Beth Schroeder**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

10

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ian Scott**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Keaton Sharp**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Lewis Shelton**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Nathan Shepherd**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jim Shields, P.E.**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

14

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kevin Siedlecki**

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Hannah Simon**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Bill Slike**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

12.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joseph Sloan**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mike Slocum**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Samantha Smerika**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Matthew Smith**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Eric Smith**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Amy Smitley**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large initial 'K'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mike Snyder**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'. Below the signature is a thin horizontal line.

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Tiffany Snyder**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ken Sobbe**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Michael Soller**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Gerald South**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

KATE DEHAAN  
ASSOCIATION MANAGER

11.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brady Southern**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Rachel Sparks**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Leo Sparks**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Crystal Stailey**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Payton Staman**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kevin Staton**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Eric Steinman**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brenda Stephenoff**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Bryan Sternbergh**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jessica Stewart**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Amanda Streicher**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Mark Suchan**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Andy Szekeres**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



## CERTIFICATE OF COMPLETION

In recognition of attendance

### IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Loretta Tappan**

---

KATE DEHAAN  
ASSOCIATION MANAGER

---

2

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jason Taylor**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ryan Taylor**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Philip Teague**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Joseph Teusch**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Tim Thielka**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jay Thorne**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Piper Tittle**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Stacy Tobin**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Isaac Trader**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Derek Urban**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jeremy Vanerman**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Ben Vaupen**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Tim Voelker**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

0.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Emily Wehmeyer**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Whitney Weidenbenner**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

4.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Dick Weigel**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Elijah Welch**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

11

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Darren Wells**

---

A handwritten signature in black ink that reads 'Kate Dehaan'.

KATE DEHAAN  
ASSOCIATION MANAGER

---

1

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Erin Wenger**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jason Wenning**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

10

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Cecil Whitaker**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

KATE DEHAAN  
ASSOCIATION MANAGER

10

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Amanda White**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

7.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**David Wichman**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

13.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Elizabeth Wick**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Rick Wilhelm**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

6.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Andrew Williams**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jody Williams**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

3

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Brian Wilson**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

8

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Don Wilson**

---

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

9

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Drew Wilson**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

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PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Justin Winenger**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

3

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Matthew Wirtz**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

2.5

---

PROFESSIONAL DEVELOPMENT  
HOURS EARNED





# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Jackson Wiseley**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

1.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Tina Wolff**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a large 'K' and 'D'.

---

KATE DEHAAN  
ASSOCIATION MANAGER

11

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PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Paul Wunderlich**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Eleanor Yoder**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

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KATE DEHAAN  
ASSOCIATION MANAGER

4.5

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PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Leslie Yoo**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

---

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

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PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Caitlin Young**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

5.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Nicholas Zak**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

KATE DEHAAN  
ASSOCIATION MANAGER

12.5

PROFESSIONAL DEVELOPMENT  
HOURS EARNED



# CERTIFICATE OF COMPLETION

In recognition of attendance

## IWEA ANNUAL CONFERENCE

August 17<sup>th</sup>-19<sup>th</sup>, 2022

This certificate is awarded to

**Kate Ziino**

---

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive, flowing style.

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KATE DEHAAN  
ASSOCIATION MANAGER

5

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PROFESSIONAL DEVELOPMENT  
HOURS EARNED