



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ben Adams

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kwabena Adu-Sarkodie

FOR COMPLETING 11 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink, reading 'Kate DeHaan', is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink, reading '08/25/2023', is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

John Anderson

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ahmad Badawi

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a loop at the end of the last name.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in dark blue ink that reads '08/25/2023'. The numbers are written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Nathan Baggett

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jamie Bates

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Spencer Beeching

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Angie Bidlack

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Joy Bosse

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Nathan Brune

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kristen Buell

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Darren Burkhart

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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This certificate is awarded to

Aaron Burns

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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This certificate is awarded to

Phil Byers

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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This certificate is awarded to

Michael Cain

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Eric Carlson

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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August 23-25, 2023

This certificate is awarded to

Reid Cepa

FOR COMPLETING 12.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

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This certificate is awarded to

Josh Chapman

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

David Clark

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Richard Claus

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Andrew Cochrane

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kaitlyn Currie

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Dan Cutshaw

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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August 23-25, 2023

This certificate is awarded to

Jim Czarnik

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Maithilee Das Lappin

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



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August 23-25, 2023

This certificate is awarded to

Michael Dauterman

FOR COMPLETING 11 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Derek Davidson

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Luis De Cristofaro

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Nathan DeLisle

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Brian Desharnais

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jeff DeWitt

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Scott Dompke

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Chelsie Donnelly

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

KATE DEHAAN
EXECUTIVE DIRECTOR

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Bret Doub

FOR COMPLETING 12 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Yan Duan

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Keegan Dunn

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date '08/25/2023' in black ink is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kevin Earnest

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Taylor Eash

FOR COMPLETING 13 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Hannah Enabnit

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Vicente Estupinan

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Umar Faruq

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

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

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jacob Fowler

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

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This certificate is awarded to

Joe Foy

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Chris Franz

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Todd Frauhiger

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Michael Gangstad

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Gregory Garnes

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EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ashley Getz

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

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DATE



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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Paul Glotzbach

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jeff Glover

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Renee Goff

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Emily Grabill

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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EXECUTIVE DIRECTOR

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IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Steven Gress

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Matthew Grieger

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Donald Grimstad

FOR COMPLETING 9.5 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ben Groeneweg

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Logan Guffey

FOR COMPLETING 10 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

David Haas

FOR COMPLETING 1.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Tyler Hammerle

FOR COMPLETING 11 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jeremy Hardy

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Joshua Harner

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

David Harvey

FOR COMPLETING 9.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Olivia Hawbaker

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Tim Healy

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Bob Henricksen

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jason Hoff

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Robert Holden

FOR COMPLETING 10.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in dark blue ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Bryan Hood

FOR COMPLETING 10.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Josh Hood

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Weston Hunt

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

John Huston

FOR COMPLETING 1.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Aaron Hutton

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Bridget Ingram

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Tracey Irwin

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Tory Irwin

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Michael Isakson

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Vivek Jain

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Zachary Katter

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jason Kauffman

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Mike Kiester

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Hannah Klein

FOR COMPLETING 10.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jacob Klosinski

FOR COMPLETING 11.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Benjamin Knoop

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Dan Kramer

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

JJ LaBounty

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Gary Ladd

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Chad Lampe

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Lance Langer

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

George Lewis

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Michael Machlan

FOR COMPLETING 11 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kari Mackenbaugh

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

John Magsam

FOR COMPLETING 10.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Travis Maupin

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jordan McCormack

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jeff McKean

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Camille Meiners

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Katherine Merkle

FOR COMPLETING 10.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Wes Merkle

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ryan Miller

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in dark blue ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Holly Miller

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Rick Miller

FOR COMPLETING 1.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jonathan Mirgeaux

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Weston Miser

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Chelsea Modlin

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

David Mohler

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Trent Montemayor

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate Dehaan'. The signature is written in a cursive style with a loop at the end of the last name.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in dark blue ink that reads '08/25/2023'. The numbers are written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Amy Moore

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Josh Morris

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Philip Morton

FOR COMPLETING 12 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan' is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date '08/25/2023' in black ink is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

David Murray

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Brian Neilson

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a loop at the end of the last name.

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Emily Nelson

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Mark Nye

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Robert Page

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Catherine Pallotta

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ricardo Paredes

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Vincent Parker

FOR COMPLETING 11.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Stacey Paul

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Emily Peterson

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Matthew Pierce

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Patrick Pinkerton

FOR COMPLETING 10 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Amber Porter

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan' is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023' is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

James Portz

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Paul Powers

FOR COMPLETING 1.5 PROFESSIONAL DEVELOPMENT HOURS

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

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jonathan Query

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kris Ransberger

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Chris Ravenscroft

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink, reading 'Kate DeHaan', is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink, '08/25/2023', is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Benjamin Reed

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Max Rehlander

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Amanda Rickard

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan' is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Andrew Robarge

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Sam Robertson

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Brandi Rodriguez

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ralph Roper

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jeremy Roschyk

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Eric Ruppert

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Gary Ruston

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Karen Saavedra

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Dustin Sailor

FOR COMPLETING 9.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Nichole Schaeffer

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

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

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jeremy Schmitt

FOR COMPLETING 13 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink, reading 'Kate DeHaan', is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink, reading '08/25/2023', is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jaclyn Schmitt

FOR COMPLETING 9.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ian Scott

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Nate Sculley

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jim Shields

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kevin Siedlecki

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Bill Slike

FOR COMPLETING 11 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink, reading 'Kate DeHaan', is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink, '08/25/2023', is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Amrit Singh

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Eric Smith

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Matthew Smith

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Amy Smitley

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a loop at the end of the last name.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in dark blue ink that reads '08/25/2023'. The numbers are written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Michael Soller

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Gerald South

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

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KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Rachel Sparks

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kevin Staton

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Ryan Stoughton

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

Kate DeHaan

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Joe Strehl

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

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DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Robert Synko

FOR COMPLETING 12 PROFESSIONAL DEVELOPMENT HOURS

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

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Karl Tanner

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Tim Thielka

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Andrew Thompson

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink, reading 'Kate DeHaan', is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink, reading '08/25/2023', is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Piper Tittle

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink, reading 'Kate Dehaan', is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink, reading '08/25/2023', is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Derek Urban

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Pete Wamsley

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Samuel Weber

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

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

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Emily Wehmeyer

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Whitney Weidenbenner

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Dick Weigel

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Elijah Welch

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Erin Wenger

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jason Wenning

FOR COMPLETING 9.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Adam Westermann

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan' is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date '08/25/2023' in black ink is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Celia Whisler

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Cecil Whitaker

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kelly White

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

David Wichman

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Beth Williams

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Bill Williams

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Andrew Williams

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Craig Williams

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Brian Wilson

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Drew Wilson

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Don Wilson

FOR COMPLETING 10 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Erin Wilson

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Justin Winenger

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate DeHaan'. The signature is written in a cursive style with a loop at the end of the last name.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in dark blue ink that reads '08/25/2023'. The date is written in a simple, clear font.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Jared Wiseley

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Amanda Withers

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in dark blue ink that reads 'Kate DeHaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in dark blue ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Tina Wolff

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan' is written over a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date '08/25/2023' in black ink is written over a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Christine Wood

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Paul Wunderlich

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Caitlin Young

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

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

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Da Yu

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023'. The date is written in a simple, sans-serif style and is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Nick Zak

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate DeHaan' is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

A handwritten date in black ink that reads '08/25/2023' is positioned above a horizontal line.

DATE



CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

IWEA 2023 ANNUAL CONFERENCE

August 23-25, 2023

This certificate is awarded to

Kate Ziino

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

A handwritten signature in black ink that reads 'Kate Dehaan'. The signature is written in a cursive style and is positioned above a horizontal line.

KATE DEHAAN
EXECUTIVE DIRECTOR

08/25/2023

DATE