



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Allison Adams

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# KWABENA ADU-SARKODIE

FOR COMPLETING 13 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Olalekan Agoro

FOR COMPLETING 1.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Vasant Akala

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Tony Akles

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Justin Allred

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jabez Anderson

FOR COMPLETING 13.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# John Anderson

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Daniel Arroyo

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jennifer Bailey

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Dann Barrett

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Karlee Barton

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Joseph Bartos

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Sandy Bernard

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Devin Bredehoff

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Nathan Brune

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Keith Buck

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Kristen Buell

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Darren Burkhart

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Aaron Burns

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Ben Burroughs

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jennifer Cain

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

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This certificate is awarded to

# Samuel Cain

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Troy Casey

FOR COMPLETING 1.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Katie Castro Jackson

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Reid Cepa

FOR COMPLETING 14 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Daphne Chiu

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# David Clark

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# David Clidence

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Andrew Cochrane

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Kristin Comer

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Matt Cordial

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Kevin Czerniakowski

FOR COMPLETING 12.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Derek Davidson

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Luis De Cristofaro

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Nathan DeLisle

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Charles Dewes

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jill DiTommaso

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jason Doan

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# White Dove

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# John Dufek

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Keegan Dunn

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Taylor Eash

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# John Evans

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Craig Farrell

FOR COMPLETING 1.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Joe Foy

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Chris Franz

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# L. Todd Frauhiger

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Michael Gangstad

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Ryan Gansemer

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Greg Gernes

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Anthony Goodnight

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Steve Gress

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Laura Gustafson

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Eric Haenlein

FOR COMPLETING 10 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# David Hafner

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Tyler Hammerle

FOR COMPLETING 10.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Pono Hanson

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Josh Harner

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Chris Harrison

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Brenton Hasenour

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

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This certificate is awarded to

# Craig Heisel

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Steven Henschen

FOR COMPLETING 10.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jason Hettinger

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

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This certificate is awarded to

# Josh Hood

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

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This certificate is awarded to

# Bailey Husband

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

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This certificate is awarded to

# Aaron Hutton

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Bridget Ingram

FOR COMPLETING 11.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

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This certificate is awarded to

# Hunter Irwin

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

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This certificate is awarded to

# Tracey Irwin

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Nilufar Islam

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

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### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Chris Jeter

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

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## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Sally Jones

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Chris Kaufman

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Shaun Kern

FOR COMPLETING 11 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Hannah Klein

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Zack Kline

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Storm Kollak

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Daniel Kramer

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Gary Ladd

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# George Lewis

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Kun Liu

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Nick Lyons

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Michael Machlan

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE

---



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Kari Mackenbach

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Emma Mann

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Allison Mannion

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Mac McCauley

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jeff McKean

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Camille Meiners

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Wes Merkle

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Isaac Miller

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Rick Miller

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jonathan Mirgeaux

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# David Mohler

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Amy Moore

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Joshua D. Morris

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# David Murray

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Khylei Myers

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jeremy Nitka

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Ricardo Paredes

FOR COMPLETING 7 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Vince Parker

FOR COMPLETING 15 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Matthew Pierce

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Patrick Pinkerton

FOR COMPLETING 11 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Bill Porter

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# James Portz

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Tristin Pratt

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jonathan Query

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Justin Ramirez

FOR COMPLETING 9.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Amanda Rickard

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Andrew Robarge

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Ralph Roper

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jeremy Roschyk

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Gary Ruston

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Sai Vardhan Sangishetti

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Natalie Schelling

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE

---



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Ryan Schipper

FOR COMPLETING 6.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jacob Schlotterer

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# TJ Schmid

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jeremy Schmitt

FOR COMPLETING 12 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Ian Scott

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Jim Shields

FOR COMPLETING 12.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Conner Shipley

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Eric Smith

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Todd Solomon

FOR COMPLETING 6 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Gerald South

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Kevin Staton

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Eric Steinman

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Briyana Stewart

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# JJ Stewart

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Joe Teusch

FOR COMPLETING 10 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Karlynn Therrian

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Andrew Thompson

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE

---



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Charles Thompson

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Piper Tittle

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Ben Turcich

FOR COMPLETING 4 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# KC "Kumar" Upendrakumar

FOR COMPLETING 13.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Derek Urban

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# AI Walus

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Pete Wamsley

FOR COMPLETING 3.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Samuel Weber

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Emily Wehmeyer

FOR COMPLETING 2 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Dick Weigel

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Elijah Welch

FOR COMPLETING 9 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Erin Wenger

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Adam Westermann

FOR COMPLETING 2.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Dustin Whalen

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Cecil Whitaker

FOR COMPLETING 5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Matt Whitaker

FOR COMPLETING 4.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Amanda White

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

---

KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# David Wichman

FOR COMPLETING 1 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Chelsie Wilgenbusch

FOR COMPLETING 11 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Vince Wilhelmus

FOR COMPLETING 8 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Andrew Williams

FOR COMPLETING 0.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Don Wilson

FOR COMPLETING 8.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Drew Wilson

FOR COMPLETING 7.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Justin Winenger

FOR COMPLETING 1.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

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KATE DEHAAN  
EXECUTIVE DIRECTOR

---

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Amanda Withers

FOR COMPLETING 3 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE



## CERTIFICATE OF PROFESSIONAL DEVELOPMENT HOURS

In recognition of attendance

### IWEA 2025 ANNUAL CONFERENCE

August 20-22, 2025

This certificate is awarded to

# Kate Ziino

FOR COMPLETING 5.5 PROFESSIONAL DEVELOPMENT HOURS

*Kate DeHaan*

KATE DEHAAN  
EXECUTIVE DIRECTOR

08/22/2025

DATE