

## Welcome to the Crossroads: FMLA, ADA, LOA & WC 1 CE Earned

Presented To:

Certificate o Attendance from **Public Agency Risk** Management Association (PARMA) **Annual Conference** 

Date:

Tony Giles

Tony Giles PARMA Education Committee Chair

The recipient earned Continuing Education Credits in accordance with the guidelines established by the National Task Force on Continuing Education for completion of the program.