



# CERTIFICATE OF ACHIEVEMENT



**Indiana State  
University**

*More. From day one.*

## Office of Human Resources Training and Development

This is to certify that

# Ray Thomas

Has successfully completed the course of study in

***“Webinar Wednesdays”;  
Social Media Guidelines for Employers***

September 28, 2011

Date

ISU Training and Development Specialist

"A winner is someone who recognizes their talents, works their tail off to develop them into skills, and uses these skills to accomplish their goals."

- ISU alumni;  
Larry Bird