



MEMS ACADEMY

Executive Emergency Manager Program



Providing the most professional level of emergency management training to members of State Defense Forces, DOD personnel, specialized units and civilian personnel since 1998.



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MEMS Academy training available outside the United States

The SGAUS Academy curriculum is now available to anyone located outside of the United States and its Territories. Offered in English, Spanish, Italian and German, the MEMS Student Guidelines are available on the State Guard of the United States Web page (sgaus.org/sgaus-academy/mems-academy/).

The point of contact for MEMS training and certification program for anyone located outside the United States is the Commandant of the MEMS Academy. Contact information is provided in the MEMS Academy Student Guidelines.

Thank you for your interest in the MEMS training and certification program. As a world-class emergency management organization, the training will enhance your knowledge and skills so you can better serve your community, state and nation.

A special thanks to Mr. Sven Dobler, Director, International Affairs Directorate, USCG Auxiliary for his assistance and his team for their incredible talent and dedication in providing the translation.

Commandant of the MEMS Academy

History of the State Defense Force



National Guard Regulation 10-4 1-5.a: "Any State, Territory, or District of Columbia, that creates a State Defense Force under 32 USC §109 is solely responsible for the establishment, organization, training, equipping, funding, management and employment of that SDF in accordance with (IAW) its laws."

There are only 7 states which have not authorized the creation of a State Defense Force Military, Air, or Naval Divisions.

MEMS Academy Mission

The Military Emergency Management Specialist (MEMS) Academy provides the most professional level of emergency management training to all members of State Defense Forces, DOD personnel, specialized units such as Civil Air Patrol, US Coast Guard Auxiliary and civilian personnel interested in Emergency Management Training and certification. Established in 1998, the Academy has gone through several changes, and the current curriculum has evolved over the years.

With the acknowledgement and approval of all participating Adjutant Generals (TAGs), State Guard Commanding Generals, Academy State Directors, and the SGAUS Board of Directors, the MEMS Academy has been accepted as the premier learning and credentialing establishment in military emergency management. Military members from every state have gone through the Academy and graduated with credentials designating them as Military Emergency Management Specialists. The Academy is highly respected nationally and internationally as the leader in military emergency management training.

Thousands of army, air, naval militia and civilian personnel have been certified through the MEMS Academy and have gone on to use that knowledge to assist in state disasters like Katrina,

Hurricane Sandy, Super Typhoon Yutua in the territory of Guam. fires in the Northwest, and floods in Southeastern states. The Academy has also trained members to respond to minor disturbances, where knowledgeable personnel have been required to assist the National Guard

and first responders in Emergency Operations Centers and on the ground. The MEMS Academy will continue to provide the most professional level of emergency management training to all members of our State Defense Forces.

The Academy qualification Program fully complies with current U.S. Department of Homeland Security (DHS), Federal Emergency Management Administration (FEMA), Incident Command System (ICS), National Incident Management system (NIMS), National Response Framework (NRF), Homeland Security Presidential Directive 5 (HSPD-5), and Presidential Policy Directive / PPD-8: National Preparedness.

Special thanks go to LTC George Heart (WA), first Commandant of the MEMS Academy and former Academy Commandants Maj Roger Higby (CA) and SGM Tim White (IN) for their due diligence in establishing and maintaining the highest standards for the MEMS Academy.

SGM Fred Tredy (CA)
Commandant MEMS Academy

MEMS Academy Goals

"Uniformed and civilian members of the State Guards, Military Reserves, State Defense Forces, Medical Reserve Corps, Cadet Corps, Naval Militias, U.S. Uniformed Services, US Coast Guard Auxiliary and other MEMS Academy-approved official military and civilian organizations are eligible to take MEMS training and receive MEMS certificates."

Members of the U.S. Uniformed Services and State Guards increasingly have been mobilized to respond to natural and man-made disasters and other emergencies. Military and civilian authorities now see an urgent need to provide additional and improved emergency management training for personnel deployed during disasters. The MEMS Academy continues to fill that need.

The MEMS Academy Program prepares personnel to function in any of the positions at an Incident Command Post, JOC, TOC, EOC CERTS or civilian responses during a local or statewide emergency mobilization.

The MEMS Academy offers certification for Basic, Senior, Master and LNO Military Emergency Management Specialists and confers the appropriate insignia.

Individuals with Basic MEMS certificates will have operational understanding of the principles of emergency management, including mitigation, preparedness, emergency response and recovery with knowledge, skills, and abilities needed to effectively work within a comprehensive emergency management operation. Those with Senior and Master level certificates will be able to lead and plan incident response efforts of increasing complexity. Members with the LNO certificate will be able to work within any EOC.

Uniformed and civilian members of the State Guards, Military Reserves, State Defense Forces, Medical Reserve Corps, Cadet Corps, Naval Militias, U.S. Uniformed Services, US Coast Guard Auxiliary and other MEMS Academy-approved official military and civilian organizations are eligible to take MEMS training and receive MEMS certificates.

There are currently states without active State Defense Forces but have personnel who want to participate in the MEMS training and Certificate program. The Commandant of the MEMS Academy will locate and authorize a member of that state to operate as the MEMS Academy State Director. Those ASD's will assist the members of their state to transition through the MEMS training and upon completion receive a MEMS certificate. If there is no authorized ASD for the state, then a certificate will be issued through the Commandant of the MEMS Academy.

The MEMS Certificate Program is offered free of charge to SGAUS members in good standing. Academy enrollees are responsible for all expenses, if any, incurred during their participation.

Participants who have been deployed in actual emergency operations may qualify for an award of the MEMS Flash.

Wearing of the MEMS insignia on official uniforms is dependent on the policy and authorization of the respective military department and uniform authority, not the MEMS Academy or SGAUS. To receive a higher level of MEMS certification you must be a current member to purchase MEMS items.

MEMS Academy curricula are comprised of many standardized and validated courses developed by FEMA's Emergency Management Institute. Most are available on-line and may be taught as in-person group presentations. Advanced classes are available only in classroom or resident settings.

The MEMS Academy is a National and International Academy for Emergency Management training. Accordingly, the MEMS Student Guidelines are published in German, Spanish and Italian.

The MEMS Academy Program

Join SGAUS and maintain the proof of membership at SGAUS.org.

Submit the completed SGAUS application your membership to your State Director along with the completed course work certificates. Contact your State Director before you send the documents to assure that you have completed all the needed documentation.

DO NOT submit these documents to the SGAUS national office. Only the MEMS Academy State Director will maintain individual certifications records.

For member benefits please refer to the SGAUS web page for further information.

For members, a current membership must be maintained for each level of your course of study, for example from Basic to Senior, to receive your certificate. Non-members will receive a MEMS certificate please refer to the SGAUS web page for further information



The State Academy Director will review your application, Practicum, and additional documents. If the documents are completed and accepted, the Director will issue your MEMS completion certificate. Only an Academy State Director is authorized to issue completion certificates for any of the MEMS levels, Practicum and the MEMS Flash.

As the science and practice of emergency response changes and standardized courses are brought up to date, the MEMS Academy may change requirements for certificates at different levels.

If a required course becomes unavailable, notice will be provided on the MEMS Academy website for substitution or deletion will be included in the FRAGO section of this guidelines.

Academy Participants and Academy State Directors shall maintain personal files of their work and training certificates. SGAUS and the MEMS Commandant does not maintain files of completed documents for the Students and relies on the State Directors to maintain all completed documents. The MEMS Academy State Directors will keep a record of the MEMS Academy/SGAUS application and contact information and the date of their certificate.

Upon completion of training, graduates will receive notification and a MEMS Academy certificate of completion. Copies of the certificate should be included in the graduate's military or civilian personnel record. Proof of the certificate must accompany requests to SGAUS to purchase any MEMS insignia/badge.

In States that maintain a MEMS Academy training Units only those training units are authorized to establish, maintain, train and sponsor IS 300, IS 400 and TTX exercises as approved by the MEMS Academy State Director. In States without MEMS Academy Training Units the ASD will only authorize MEMS certificates for training with prior approval of the training by the ASD. This will maintain the high standards which have been established for the program and must be maintained.

The MEMS Academy is consistently changing and up grading our tasking list of classes to stay consistent with the ongoing activities that our personnel will be facing in the field.

To locate the FEMA courses please go to:
<https://training.fema.gov/is/crslist.aspx>

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Multiple Certifications

The MEMS Academy offers certification for Basic, Senior, Master and LNO Military Emergency Management Specialists and confers the appropriate insignia.



Individuals with Basic MEMS certificates will have operational understanding of the principles of emergency management, including mitigation, preparedness, emergency response and recovery with knowledge, skills, and abilities needed to effectively work within a comprehensive emergency management operation. Those with Senior and Master level certificates will be able to lead and plan incident response efforts of increasing complexity.

Members with the LNO certificate will be able to work within any EOC. Participants who have been deployed in actual emergency operations may qualify for an award of the MEMS Flash. Wearing of the MEMS insignia on official uniforms is dependent on the policy and authorization of the respective military department and uniform authority, not the MEMS Academy or SGAUS. To receive a higher levels of MEMS certification you must be a current member to purchase MEMS items.

MEMS Academy curricula are comprised of many standardized and validated courses developed by FEMA's Emergency Management Institute. Most are available on-line and may be taught as in-person group presentations. Advanced classes are available only in classroom or resident settings.



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Executive Emergency Manager

Mission:

From the beginning of the MEMS training program there has been two frequent questions regarding the training program:

Question 1: Is there an ongoing training requirement to maintain your MEMS certification?

Answer 1: The current structure of the MEMS Training Program doesn't require a student to retake a FEMA course after you have completed a level and received your MEMS completion certification. Nor is there a time requirement regarding the date when a student completed the course to maintain qualification for any of the four levels of training and certification.

Question 2: Does the MEMS training program provide continuing education courses and training.

Answer 2: This Executive EM manual will provide the MEMS Student with two levels of training. These levels of advanced Emergency Management training courses have been suggested by other EM organizations for both EM training, leadership and employment in the EM field.

Level 1 - The first level will be courses that you can take to further your knowledge and training in emergency management as supervisor and instructor, but require students to have completed at least their Master MEMS of training.

Level 2 -The second section encourages anyone who is willing to further their emergency management training and join the field of emergency management teams in the civilian world.

It is the mission of the MEMS Academy to ensure that each of its MEMS Academy State Directors, as well as our students, are provided with the most current and highest of EM training possible.

For further information on the MEMS State Program development, click the following link:

<https://www.youtube.com/watch?v=flHDGbgDzxM>

Certification:

A MEMS Completion certificate will be issued to any student who completes all the courses listed for the Executive Emergency Manager level of training. We have provided a list of nine courses that you can access for the Executive Manager training and certification program. You will be able to choose any of the courses as long as the total hours of the courses equal at least 40 hours of training.

You will be required to do complete the courses provided to achieve a completion certificate. There is no practicum requirement for any of the courses or for the completion certificate. A Student must be a current member of SGAUS to receive the completion certificate and a copy of the membership will be attached to the course completion documents.

Membership:

It is recommended students who participated in the EM Professional program have already completed at least their Master MEMS level of training. The courses that are incorporated in this program are at a high level of EM training and to understand and take advantage of this training a solid background in EM is suggested. Continuing Education College credits: Many courses provided can be used for continuing education college credits. Each course will stipulate the number of credits that are available for each course. Course's locations and dates availability This would be a new certificate and training comprised of the following completion of training. Suggested courses. The location and the dates and location of each of these courses vary. Please check to see when each course is offered either on line or in class course.

Continuing Education College credits:

Many courses provided can be used for continuing education college credits. Each course will stipulate the number of credits that are available for each course, where applicable.

MEMS Completion Certificates

When you have completed the required courses, please send them to the MEMS Academy Commandant so your completion certificate can be issued.

Course locations and date availability

The location and the dates for each of these courses vary according to the organizations that are sponsoring the training. Most courses are sponsored by FEMA but others are offered by different organizations. These courses were suggested by experienced members of the MEMS staff who are aware that this training is vital for an Executive EM Manager.

Please check to see when each course is offered either online or in person.

Course Index

E/L/G 449 Incident Command System (ICS) Curricula Train-the-Trainer 24 Hours

E/L/G 2300 Intermediate EOC Functions (24 hours in length)

E/L/G 908: Emergency Management for Senior Officials (1 hour)

E/L/G 288 a Local Volunteer & Donations Management (12 hours in length)

E/L/G 318 Local Mitigation Planning (16 hours in length)

E/L/G 358 Evacuation & Re-Entry Planning (16 hours in length)

E/L/G 386 Mass Fatalities Incident Response (16 hours in length)

E/L/G 2901, Introduction to Community Lifelines (1 hour)

MEMS Academy Power point for team building (1 Hour)

IS 449 Incident Command System (ICS) Curricula Train-the-Trainer.

Course Length: This course is 5 days in length. There is mandatory homework and group collaboration that takes place each evening after the instruction ends. Students should expect homework throughout the course. Location: Emergency Management Institute (EMI) National Emergency Training Center (NETC) Emmitsburg, Maryland Course Description or wherever the course is provided with in the requirements of FEMA.

This course expands and improves students' ability to deliver EMI Incident Command System (ICS) curricula. Students are provided training on the delivery of:

ICS-100: Introduction to the ICS

ICS-200: Basic Incident Command System for Initial Response

ICS-300: Intermediate ICS for Expanding Incidents

ICS-400: Advanced Incident Command System for Complex Incidents

ICS-402: NIMS Overview for Executives and Senior Officials

G0191: Emergency Operations Center/ICS Interface Emphasis is placed on classroom-based deliveries.

This includes compliance with the National Incident Management Training Program, adult education methodologies, deployment of course activities, pre- and post-testing, and ICS training program management. Students will perform a teach-back of an assigned unit from the ICS core curriculum as part of the course. Teach-backs are conducted as part of the assessment of instructor competence.

E/L/G 2300 Intermediate Emergency Operations Center Functions:

This course is designed to:

Examine the role, design, and function of the Emergency Operations Center (EOC) and their supportive relationship as a NIMS Command and Coordination component of a Multi-Agency Coordination System.

Provide training about staffing, organization, information, systems, communications, and equipment needs at the EOC, such activating and deactivating, operations, as well as training and exercising.

Focus on the role of an EOC as one of four NIMS Command and Coordination functional groups.

IS-908: Emergency Management for Senior Officials

The purpose of this course is to introduce senior officials to the important role they play in emergency management. The responsibility for preparing for, responding to, and recovering from incidents, both natural and manmade, begins at the local level – with individuals and public officials in the county, city, or town affected by the incident. This course presents:

Simple steps official can take to become acquainted with their emergency management role, authorities, and team members.

Video presentations sharing lessons learned from officials of the City of Baton Rouge, East Baton Rouge Parish, Louisiana.

Course Objectives: At the completion of this course, participants should be able to:

- Identify the emergency management role assumed by senior officials, describe emergency management authorities.
- Identify emergency management team members,
- Describe the purpose of an emergency operations plan, state the importance of resource management, training, and exercises,
- Identify the role of the senior official during a crisis, and describe the importance of involving the whole community in preparedness.

Primary Audience Senior officials, including mayors, city managers, and county managers.

CEUs: 0.1

Course Length: 1 hour

IS 288a The Role of Voluntary Organizations in Emergency Management

This independent study course provides a basic understanding of the history, roles and services of disaster relief voluntary agencies in providing disaster assistance. It is appropriate for both the general public and those involved in emergency management operations.

Course Objectives:

The overall goal of this Independent Study course is to increase awareness of the roles and responsibilities of voluntary agencies in emergency management. Voluntary agencies have helped meet the needs of individuals and communities affected by disasters since the 1800's. Today, they serve a critical role in the emergency management field from helping communities prepare for and mitigate the effects of disasters to providing immediate response and long-term recovery services. Without the support, dedication, and expertise of voluntary agencies, the government would be unable to address all the needs of disaster-affected communities.

IS 318 Local Mitigation Planning

The Federal Emergency Management Agency's (FEMA's) Emergency Management Institute (EMI) develops and conducts training on a wide range of emergency management topics. Evacuation and re-entry planning are addressed in a number of hazard-specific training activities for emergency managers. However, there was no training available from FEMA that provides the opportunity to focus on the principles and methods of evacuation and re-entry planning and operations. This course was developed in response to field requests for such training.

This course does not address the process for deciding when evacuation is warranted or when the evacuated area is safe for re-entry. Those issues are dealt with in other FEMA courses for specific hazards, such as Hurricane Planning and Radiological Accident Assessment.

Course Goal

The goal of this course is to provide the participants with knowledge and skills needed to design and implement an evacuation and Re-entry Plan for their respective jurisdictions.

Course Objectives

After successfully completing this course, participants will be able to do the following:

1. Describe the reasons for conducting pre-disaster evacuation and re-entry planning, exercising and community education.
2. Refer to the community's existing vulnerability analysis to identify hazards that may require evacuation, the amount of warning time expected, and the populations that will be affected by an evacuation.
3. Describe factors that affect how people react to evacuation orders, when people leave after an evacuation order, where people seek shelter, and modes of evacuee transportation.
4. Determine the requirements needed to complete an evacuation, including but not limited to laws, transportation, shelter/reception centers, perimeter control and an accountability system.
5. Describe how to communicate with the public before, during and after an evacuation.
6. Develop a plan for returning evacuees to their homes.
7. Develop a strategy for designing, developing, testing, implementing and maintaining an evacuation plan

Course length 12 hours

E/L/G 318.A: Local Mitigation Planning Training

Course Overview

The course is online, self-guided training. The goal is to provide an overview of the requirements for local hazard mitigation plans that are found in the Local Mitigation Planning Policy Guide (2022). The Local Mitigation Planning Policy Guide is FEMA's official policy on, and interpretation of, local hazard mitigation planning requirements set in 44 Code of Federal Regulations (CFR) Part 201. The learner must achieve a minimum passing score of 75% on final knowledge assessments or demonstrate mastery on performance assessments or research assignments to earn the IACET CEU

Course Objectives:

At the end of this course, participants will be able to:

- Explain the purpose and intent of local hazard mitigation planning.
- Identify the three guiding principles that are used in plan review.
- Describe the requirements for local hazard mitigation plans.
- Describe how the Plan Review Tool is used in the plan review process.
- Describe the plan review and approval procedures for local mitigation plans.

Primary Audience

This course meets the needs of diverse audiences, including: local government officials; community managers; community staff, including planners; state, or local government emergency management agencies; Councils of Government or Regional Planning Commissions; first responders; state Hazard Mitigation Officers; or other state mitigation staff. Representatives from private or non-profit organizations may want to participate in the training if they have a role in developing mitigation plans or participating in mitigation planning processes. These organizations may include: special utility districts or rural utility cooperatives; special districts, such as watershed management districts; hospital campuses; and universities or school districts

Prerequisites

None

CEUs:

0.3

Course Length:

3.2 hours

G386 Mass Fatalities Incident Response

Course Objectives:

This course prepares local and State response personnel and other responsible agencies and professionals to handle mass fatalities effectively and to work with the survivors in an emergency or disaster. Selection Criteria: This course is designed for personnel with a role to play in a mass fatality incident. This would include coroners, medical examiners, funeral directors, heads of first response agencies (fire, police, EMS, etc.) planners, and emergency management personnel.

Course Length:

16 hours

IS 2019: Introduction to Community Lifelines

Course Objectives:

Introduces the Community Lifelines construct, an outcome-driven response structure used to achieve incident stabilization. This course provides an overview of the seven (7) Community Lifelines, including how they promote the importance of situational awareness, prioritization of response efforts, and decision-making processes during a disaster response to work toward incident stabilization.

CEUs:

0.1

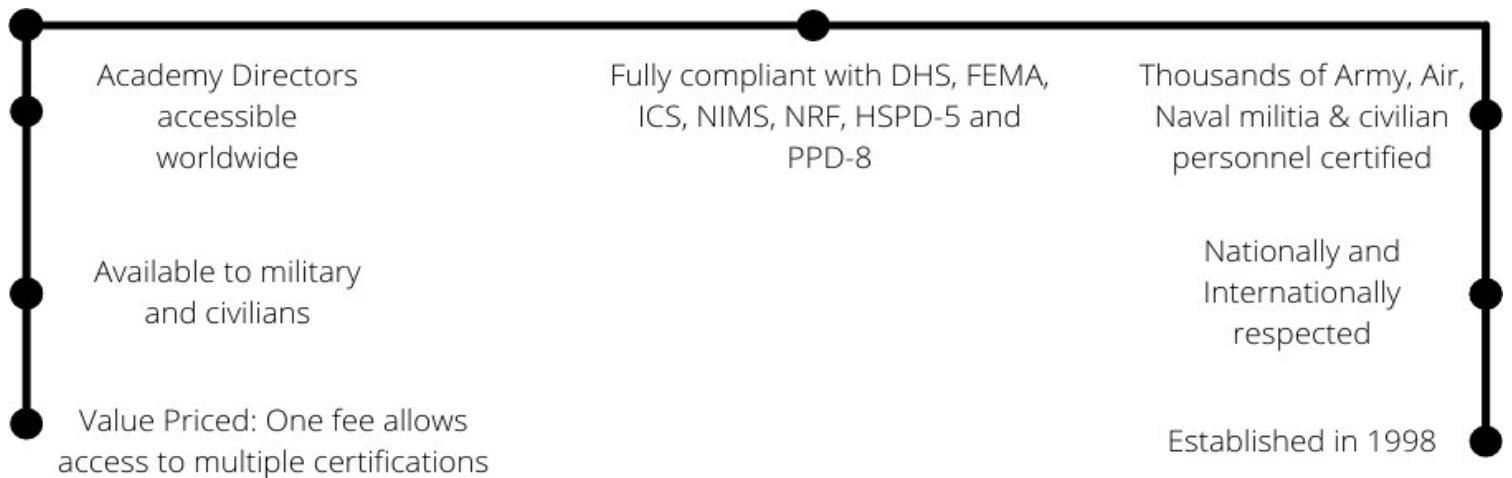
Course Length:

1 hour

"All Emergency Management qualifications are the same."

Until they aren't...

<https://sgaus.org/sgaus-academy/mems-academy/>



Student Code of Conduct

STUDENT CONDUCT: Every Student admitted to the MEMS certificate process is expected to treat Academy Staff, fellow Students, outside Instructors and others with proper respect, dignity and military courtesy. Violations of this rule may result in dismissal from the MEMS Academy.

STUDENT ETHICS: Students will adhere to the highest standards of personal and military ethics while enrolled in the MEMS Academy. Cheating, falsification, dishonesty, or deception will result in immediate dismissal from the Academy. If it is learned that a Student received a MEMS certificate under deceitful or dishonest conditions, his/her certificate will be revoked by the Academy State Director, and notification will then be forwarded to the MEMS Academy Commandant. The ASD will then forward this information to the State's Defense Force Commanding Officer or the civilian members direct supervisor.

STUDENT ISSUES: Students that encounter problems or concerns with their Academy studies or assigned courses are encouraged to resolve any issues informally with their Academy State Director. If this does not resolve the problem, the Student may write a formal request to the Commandant of the MEMS Academy regarding the disputed issue. The Academy Commandant's decision is final.



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Legal Disclaimer

All MEMS Academy Students and Participants, by their involvement in the certificate Program and process, acknowledge that they have reviewed the requirements and fully understand the MEMS Academy Program, are fully familiar with the potential hazards, potential for injury, illness or damage, and have read materials describing it, and have otherwise evaluated the potential for injury and resulting damages and understand that participation in the Program can be a strenuous event.

SGAUS and the MEMS Academy requires as a condition of participating in the MEMS Program, that each Student, in consideration of permission to enter this activity, irrevocably release and forever discharge SGAUS and the MEMS Academy (collectively, 'they' 'their'), their heirs, executors, administrators, personal representatives, assigns, and anyone entitled to act on their behalf, their agents, servants, and employees, sponsors, owners of the property on which Program-related training is conducted, their promoters, managers, Instructors, inspectors, officials, volunteers, and any and every other person participating in any way, from any and all claims for damages or injury or liability of any kind, illnesses alleged to result from the training or damages of any and every kind suffered, as a result of participating in or travel to or from training exercises or courses. Also, Students further agree to indemnify and hold harmless those released for costs, attorneys' fees, or other expenses should the student or any person for or on the Student's behalf file a legal action against the United States of America, the various States, territories or commonwealths, SGAUS, the MEMS Academy, or anyone else involved in the MEMS Academy certificate Program.

Further inquiries will be directed to SGAUS/MEMS Academy legal counsel.

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MEMS Alumni



The MEMS Academy has students who have requested participation in our certification and training from DOD, National Guard personnel, all the States in the US, US Territories, Canada, Argentina, Australia, Europe, Sri Lanka, Nigeria, Philippines, South Africa and beyond.

Our Emergency Management training program has a Global outreach program.

State Guard Association of the United States

Board of Directors

State Guard Association of the United States Executive Director

**Commandant
MEMS Academy**
SGM Fred Tredy CA

**Vice Commandant
MEMS Academy**
MSG Jared Duggar TX

Deputy Commandant Logistics SPC Penny Lambright CA	Deputy Commandant Public Information/ Marketing John Ainsworth FL	Deputy Commandant Planning MAJ Liam Murphy CA	Deputy Commandant Operations LTC Anthony Crawford TN	Deputy Commandant International Lee Adler MT
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Staff Advisor North
COL Charles McCarthy

Massachusetts,
Vermont,
Rhode Island,
New Hampshire,
Maine
Connecticut

Staff Advisor Northeast COL Charles McCarthy New York New Jersey Maryland Delaware District of Columbia Connecticut	Staff Advisor Southeast CPT James Reid South Carolina Georgia West Virginia Mississippi Alabama Louisiana Virginia Arkansas	Staff Advisor Texas COL Robert Findley Staff Advisor Pacific Area Matt Lowe Staff Advisor Caribbean Area LTC Daniel Rendón (PR)	Staff Advisor West Coast COL Roger Higby CA California Washington State Alaska New Mexico Oregon Nevada Idaho	Staff Advisor Midwest CPT Jean Karslake (MI) Indiana Michigan Ohio Tennessee Illinois Kentucky Minnesota Iowa Wisconsin
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MEMS Board of Directors Positions and Responsibilities

Commandant

Responsible for the overall MEMS rules and responsibilities.

Vice Commandant

Coordinate ASD in non-State Defense Forces States. Locate and develop new ASD's.

Operations Deputy Commandant

Assist all Deputy Commandants with MEMS presentations at the Semi and Annual SGAUS Conferences.

Planning Deputy Commandant

Ensure MEMS training is current and develop new training concepts.

Logistics Deputy Commandant

Maintain MEMS visual presentations and create new video concepts.

Information and Marketing Deputy Commandant

Create new ways to advertise the MEMS training program on the world wide web.

FRAGO 2024-2027

As we all know there are many changes that occur over the year. It has been my position not to change the MEMS curricula each time a minor change occurs. Any changes to the master document will be listed on this "Frago" page.

If you have any questions, please contact SGM Fred Tredy at: submarine582@verizon.net

Date	Version	Editor	Change
11-7-2025	1.0	J. Corfield	Document formatting
5-17-2026	1.a	P. Lambright	Document formatting

Disclaimer Regarding Nonmembers

As of 2021 the MEMS Student Guidelines training is available to personnel who make the decision not to become a member of the State Guard Association of the United States.

1. The MEMS Academy has created a non-member status for military members however it is not available to civilian personnel. Civilian personnel who wish to participate in the MEMS training and certification program will be mandated to become a SGAUS member.

2. Military members are not obligated to join SGAUS in order to participate in the MEMS Academy. However, there are restrictions for military non-members.

They are as follows:

a. Non-members are only entitled to the Basic, Senior and Master MEMS Levels.

b. When a non-member does reach the Master MEMS level their name will not be included on the Master MEMS Alumni page.

c. The MEMS Academy does not maintain records of certificates issued to non-members. If a nonmember requests a duplicate copy of their lost certificate, they will have to retake that level of training to receive another certificate.

d. The non-member completion certificate does not include the title of the State Guard Association of the United States or the number of completed training hours.

e. A non-member cannot access the members only SGAUS store with its discounts.

f. Non-members are not entitled to receive or to purchase SGAUS awards or participate in the Annual SGAUS Conference.

g. The decision to be a non-member is irrevocable. *Once non-member always a non-member.* If a Non-member approaches a SGAUS/MEMS member to purchase discounted MEMS badges and the transaction is revealed.

The Commandant of the MEMS Academy will take action that will result in both the member and non-member exclusion from the MEMS Academy indefinitely. This action will also be reported to the Commanding Officer of that State Defense Force for both individuals for further possible disciplinary action.