



CERTIFICATE

OF ACHIEVEMENT

THIS CERTIFICATE IS PRESENTED TO

Mitch Glaeser

**FBIA 2025 Innovation Ecosystem Fellow –
Building a Smarter Innovation Ecosystem**

Awarded to attendees who participated in both days of the Florida Business Incubation Association's 2025 Fall Conference, Building a Smarter Innovation Ecosystem. Recognizes dedicated professionals who advanced innovation, collaboration, and entrepreneurship across Florida through active engagement and learning.

31/10/2025

DATE



A handwritten signature in black ink is located in the bottom right. The signature is cursive and appears to read 'Karl R. Lapan'. It is written over a horizontal line.

KARL R. LAPAN, PRESIDENT OF FBIA