



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

# CERTIFICATE OF COMPLETION

**Is Presented to**

**Guno Ritfeld**

CLE/CME Bias Elimination Bundle, General 5.0, Bias 2.0, Ethics 2.0

Certificate 17522-16053-66 Bar Ref:1903661N

July 12, 2019 **Guno Ritfeld, J.D.**