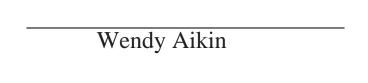
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

CERTIFICATE OF COMPLETION

Is Awarded To



For Course

Dealing with Difficult Clients (1CME Ethics)

Guno Ritfeld, JD

Certificate 3656-1235-1749

June 2, 2018