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# ALTERNATIVE DISPUTE RESOLUTION

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**ACADEMY**

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# **CERTIFICATE OF COMPLETION**

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Is *Awarded To*

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MELVA L. FRASER, PhD MELVA  
L. FRASER, PhD

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For Course

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## Dealing with Difficult Clients (1CME Ethics)

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Guno Ritfeld, JD

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Certificate

3656-1235-1960

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July 30, 2018

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