

---

# **ALTERNATIVE DISPUTE RESOLUTION**

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

Julie Buchman

---

---

For Course

---

---

## Dealing with Difficult Clients (1CME Ethics)

---

---

Guno Ritfeld, JD

---

---

Certificate

3656-1235-2566

---

---

September 3, 2019

---