

---

# ALTERNATIVE DISPUTE RESOLUTION

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

Candace A. Hawthorne

---

---

For Course

---

---

# Perfecting Personal Business Communication

(.5 CME)

---

---

Guno Ritfeld, JD

---



---

Certificate

3656-14838-2784

---

---

May 5, 2020

---