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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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SCOTT GLAZIER

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For Course

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Substance Abuse and Effects;  
Mediators'/Attorneys' Good Conduct  
Rules (2CME Ethics)

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Guno Ritfeld, JD

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Certificate

3656-16687-2538

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August 15, 2019

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