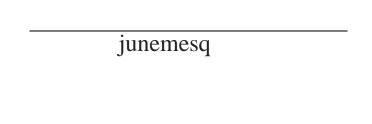
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

CERTIFICATE OF COMPLETION

Is Awarded To



For Course

Navigating through Interpersonal Conflict (1CME)

Guno Ritfeld, JD

Certificate 3656-2200-2329

February 21, 2019