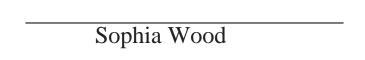
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

CERTIFICATE OF COMPLETION

Is Awarded To



For Course

Managing Workplace Conflicts (1CME

Diversity)

Guno Ritfeld, JD

Certificate 3656-2265-2411

October 10, 2022