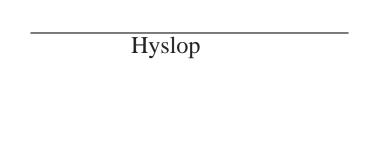
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

CERTIFICATE OF COMPLETION

Is Awarded To



For Course

Understanding Diversity when Dealing with

Conflict (1CME Diversity)

Guno Ritfeld, JD

Certificate 3656-2283-2469

June 9, 2019