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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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Francine Tegzes

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For Course

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Unauthorized Practice of Law and ADR  
Practitioner (2CME Gen or 2CME Ethics)  
– Recorded

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Guno Ritfeld, JD

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Certificate

3656-2288-2814

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October 12, 2020

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