

---

# ALTERNATIVE DISPUTE RESOLUTION

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

William Shearer Jr.

---

---

For Course

---

---

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

---

---

Guno Ritfeld, JD

---



---

Certificate

3656-2288-2839

---

---

June 23, 2020

---