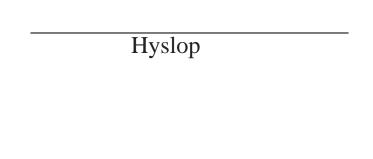
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

CERTIFICATE OF COMPLETION

Is Awarded To



For Course

Marketing Your Mediation Practice (2CME Ethics or 2CME Gen) - Recorded

Guno Ritfeld, JD

Certificate 3656-2297-2469

June 15, 2019