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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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Robert Flayman

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For Course

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

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Guno Ritfeld, JD

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Certificate

3656-2297-2774

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March 31, 2020

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