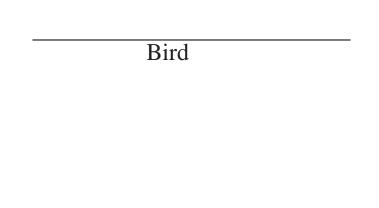
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

CERTIFICATE OF COMPLETION

Is Awarded To



For Course

How Enforceable Is that Mediated Agreement?

(2CME Gen or 2 CME Ethics) – Recorded

Guno Ritfeld, JD

Certificate 3656-2314-3173

December 27, 2020