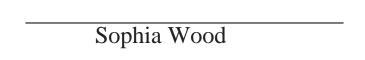
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

CERTIFICATE OF COMPLETION

Is Awarded To



For Course

ADR Profession – A Quasi Legal Practice

(5CME Gen incl. 3CME Ethics)

Guno Ritfeld, JD

Certificate 3656-2320-2411

October 29, 2021