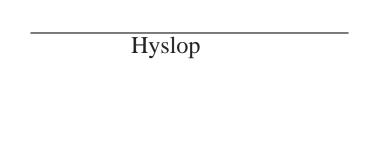
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

CERTIFICATE OF COMPLETION

Is Awarded To



For Course

Ethical Decision Making (2CME Ethics)

Guno Ritfeld, JD

Certificate 3656-2354-2469

June 15, 2019