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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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John Bello

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For Course

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A complete Victim-Offender mediation  
Conference (2 IPV, 1DIV)

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Guno Ritfeld, JD

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Certificate

3656-32171-3155

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December 16, 2020

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