

---

# ALTERNATIVE DISPUTE RESOLUTION

---

---

**ACADEMY**

---

---

# **CERTIFICATE OF COMPLETION**

---

---

Is *Awarded To*

---

---

Jeff Kleeger

---

---

For Course

---

---

# Mediation Essentials to Workplace Dispute Resolution (2.5CME)

---

---

Guno Ritfeld, JD

---



---

Certificate

3656-5402-2183

---

---

November 12, 2018

---