### ALTERNATIVE DISPUTE RESOLUTION

### **ACADEMY**

# CERTIFICATE OF COMPLETION

### Is Awarded To

### Frank Bianco

### For Course

The Ethnicity & Race Argument in Tort Cases

(2CME: 1 Ethics,1 Diversity) – Recorded

## Guno Ritfeld, JD

### Certificate 3656-8525-1872

### August 19, 2018