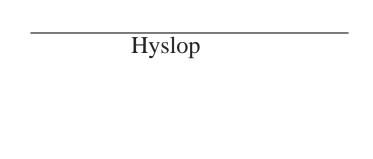
ALTERNATIVE DISPUTE RESOLUTION

ACADEMY

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For Course

Essentials of Technology in Small Business

and the Legal Office (1CME)

Guno Ritfeld, JD

Certificate 3656-9548-2469

October 10, 2022