



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

# CERTIFICATE OF COMPLETION

**Is Awarded To**

Alicia Graham

**For Course**

ADR Profession – A Quasi Legal Practice (5CME Gen incl. 3CME

Ethics)

Guno Ritfeld J.D.

April 24, 2016

Certificate:3656-2320-793: