



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

# CERTIFICATE OF COMPLETION

**Is Awarded To**

Guno Ritfeld

**For Course**

Time for Change-Essentials for Developing HR and Line Leaders

(4.5CME) – Recorded

Certificate:3656-5461-66:

Guno Ritfeld J.D.

September 17, 2017