



THE ALTERNATIVE
DISPUTE RESOLUTION
ACADEMY (ADRA)

CERTIFICATE
OF COMPLETION

Is Presented to

Guno Ritfeld

CLE/CME Bias Elimination Bundle, General 5.0, Bias 2.0, Ethics 2.0

Certificate 17522-16053-66 Bar Ref:1903661N

July 12, 2019 **Guno Ritfeld, J.D.**