



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

**CERTIFICATE**  
OF COMPLETION

**Is Awarded To**

Carole M. Williams-Hayes

**For Course**

Marketing Your Mediation Practice (2CME Ethics or 2CME Gen) – Recorded

Guno Ritfeld J.D.

Certificate:3656-2297-2644:

December 10, 2019