



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

# CERTIFICATE OF COMPLETION

**Is Awarded To**

Heidi M Crimins

**For Course**

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

Recorded

Certificate:3656-2297-909:

Guno Ritfeld J.D.

September 14, 2016