



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

# CERTIFICATE OF COMPLETION

**Is Awarded To**

Carole M. Williams-Hayes

**For Course**

Basic Contract Dispute Resolutions for Mediators (2CME Gen or 2CME

Ethics)

Certificate:3656-2348-2644:

Guno Ritfeld J.D.

December 1, 2019