



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

# CERTIFICATE OF COMPLETION

**Is Awarded To**

ADRA Admin

**For Course**

Curtiling Diversity Tensions in Workplace Dispute Mediations

(1.5CME Diversity)

Certificate:3656-4849-31:

Guno Ritfeld J.D.

February 25, 2017