



THE ALTERNATIVE  
DISPUTE RESOLUTION  
ACADEMY (ADRA)

# CERTIFICATE OF COMPLETION

**Is Awarded To**

Rikki Itzkowitz

**For Course**

Curtailing Diversity Tensions in Workplace Dispute Mediations

(1.5CME Diversity)

Certificate:3656-4849-889:

Guno Ritfeld J.D.

October 31, 2016