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# ALTERNATIVE DISPUTE RESOLUTION ACADEMY

## CERTIFICATE OF COMPLETION

Is Awarded To

Natalie Baird

For Course

Children Above Disputes – Mediating with Divorcing Parents (4.5CME Family, including 1CME  
Interpersonal Violence) Recorded

Certificate 3656-6732-1706  
Guno Ruffalo, JD

January 15, 2020