



THE ALTERNATIVE
DISPUTE RESOLUTION
ACADEMY (ADRA)

CERTIFICATE OF COMPLETION

Is Awarded To

Karen Bzdyk

For Course

Dr. Mary Bruck Courses-“Using Questioning Techniques to Move the

Mediation Forward”- 1 CME GEN

Guno Ritfeld J.D.

Certificate:3656-9663-730:

November 23, 2019