CERTIFICATE

SAP Global Certification

We hereby confirm that

Venkatesh Manchikalapati

is certified as

SAP Certified Application Associate - SAP SuccessFactors Performance and Goal Management Q3/2017

(C_THR82_1708)

Certified on: 23.11.2017

Walldorf, 26.11.2017

Michael Kleinemeier
Member of the Executive Board
Digital Business Services