



# CERTIFICATE

## SAP Global Certification

We hereby confirm that

**Venkatesh Manchikalapati**

is certified as

**SAP Certified Application Associate - SAP SuccessFactors Compensation  
Q3/2017**

(C\_THR86\_1708)

Certified on: 25.12.2017

Walldorf, 03.01.2018

**Michael Kleinemeier**

Member of the Executive Board  
Digital Business Services

