January 26, 2011

## Subject: Application for a business visa for Mr. Wei Chen.

To whom it may concern:

Mr. Wei Chen (陈伟，passport #: G48258013), is a Software Engineering Manager at SuccessFactors Shanghai Development Center. Mr. Chen needs to take part in a two-week technical training on SuccessFactors product and development processes from April 3 to April 16, 2011 at SuccessFactors headquarters in San Mateo, California.

SuccessFactors Inc. is a publicly listed company (NASDAQ - SFSF) based in San Mateo, California. All costs, including medical insurance and travel expenses, incurred during this trip will be covered by SuccessFactors Inc. I respectfully request that you grant Mr. Chen a business visa for his travel. Thank you for your time and consideration!

Yours sincerely,

Hong Yuan

VP of Engineering, SuccessFactors Inc.

General Manager, SuccessFactors China Development Center