Consulate General of United States of America, Shanghai

## Subject: Issue of Business Visa for Mr. Wei Chen

## (Chinese passport #: G48258013)

January 26, 2011.

To Whom It May Concern:

Mr. Wei Chen is a Software Engineering Manager at SuccessFactors China Research and Development (R&D) Center in Shanghai. I would like to invite Mr. Chen to come to SuccessFactors headquarters to attend a two-week technical training on our product and development processes from April 3 to April 16, 2011.

SuccessFactors, Inc., founded in 2001, is a leading Business Execution (BizX) software provider. It is headquartered in San Mateo, California, and is listed in NASDAQ (SFSF) with 700+ employees worldwide. It has 5.4+ million users and 3,300+ customers in 190+ countries. SuccessFactors China R&D Center in Shanghai is an integral part of SuccessFactors’ global R&D organization.

Mr. Chen will not receive any income from SuccessFactors’ U.S. office. SuccessFactors will assume responsibility of covering all travel expenses for   
Mr. Chen upon completion o f the training, Mr. Chen will return to Shanghai to perform R&D project work for the company.

I respectfully request that you grant Mr. Chen a business visa.

Yours sincerely,

Adam Kovalevsky,

Vice President of Engineering, Ops and IT, SuccessFactors Inc.