



CERTIFICATE

SAP Global Certification

We hereby confirm that

Dwayne Phillips

is certified as

SAP Certified Application Associate - SuccessFactors Employee Central
(C_THR81_1502)

Certificate ID: s0013825333

Certified on: 2015-02-23 00:00:00.0

Walldorf, 10.08.2015

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service &Support

