



CERTIFICATE

SAP Global Certification

We hereby confirm that

Abe Jimenez

is certified as

SAP Certified Application Associate - SuccessFactors Onboarding
(C_THR91_1411)

Certificate ID: s0012697303

Certified on: 2014-11-06 00:00:00.0

Walldorf, 14.07.2015

A handwritten signature in black ink, appearing to read 'M. Kleinemeier'.

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service &Support

