



# CERTIFICATE

## SAP Global Certification

We hereby confirm that

**Dwayne Phillips**

is certified as

**SAP Certified Application Associate - SAP SuccessFactors Learning  
Management Q1/2017**

(C\_THR88\_1702)

Certified on: 2017-05-05 00:00:00.0

Walldorf, 09.05.2017

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service & Support

