



CERTIFICATE

SAP Global Certification

We hereby confirm that

Han Hoe Lee

is certified as

**SAP Certified Application Associate - SuccessFactors Workforce Analytics
& Planning**

(C_THR89_1503)

Certified on: 2017-02-07 05:47:00.0

Walldorf, 17.02.2017

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service & Support

