



CERTIFICATE

SAP Global Certification

We hereby confirm that

Travis Pulk

is certified as

**SAP Certified Application Associate - SAP SuccessFactors Employee Central
Q1/2016**

Certified on: 2016-08-02 00:00:00.0

Walldorf, 16.08.2016

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service & Support



