



CERTIFICATE

SAP Global Certification

We hereby confirm that

Adam Marturana

is certified as

SAP Certified Application Associate - SuccessFactors Learning Mgmt. Q3/2015
(C_THR88_1508)

Certificate ID: s0015536696

Certified on: 2016-02-28 00:00:00.0

Walldorf, 01.03.2016

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

