



CERTIFICATE

SAP Global Certification

We hereby confirm that

Kayla Toelle

is certified as

**SAP Certified Application Associate - SAP SuccessFactors Compensation
Q2/2017**

(C_THR86_1705)

Certified on: 2017-08-18 00:00:00.0

Walldorf, 21.08.2017

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service & Support

