



CERTIFICATE

SAP Global Certification

We hereby confirm that

Wilson Naranjo

is certified as

**SAP Certified Application Associate - SAP SuccessFactors Performance &Goals
Q3/2016**

(C_THR82_1608)

Certified on: 2016-10-17 00:00:00.0

Walldorf, 18.10.2016

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service &Support

