



CERTIFICATE

SAP Global Certification

We hereby confirm that

Elizabeth Bastien

is certified as

SAP Certified Application Associate - SAP SuccessFactors Onboarding Q3/2016
(C_THR91_1608)

Certified on: 2016-12-07 00:00:00.0

Walldorf, 05.01.2017

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service & Support

