



CERTIFICATE

SAP Global Certification

We hereby confirm that

Jaclyn Heard

is certified as

**SAP Certified Application Associate - SAP SuccessFactors Succession
Management Q2/2017**

(C_THR85_1705)

Certified on: 04.10.2017

Walldorf, 24.10.2017

Michael Kleinemeier

Member of the Executive Board
Digital Business Services

