



CERTIFICATE

SAP Global Certification

We hereby confirm that

Nicholas Begin

is certified as

SAP Certified Application Associate - SuccessFactors Performance &Goals
(C_THR82_1512)

Certificate ID: s0012003424

Certified on: 2014-08-01 00:00:00.0

Walldorf, 10.08.2015

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

