



CERTIFICATE

SAP Global Certification

We hereby confirm that

Jeffrey Sweet

is certified as

SAP SuccessFactors Employee Central Q2 2017 - Delta
(A_THR81_1705)

Certified on: 2017-07-28 00:00:00.0

Walldorf, 09.08.2017

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service &Support

