



CERTIFICATE

SAP Global Certification

We hereby confirm that

Juliana Stoian

is certified as

**SAP Certified Application Associate - SuccessFactors Performance and Goal
Mgmt Q4/2016**

(C_THR82_1611)

Certified on: 2017-03-06 00:00:00.0

Walldorf, 16.05.2017

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service & Support

