



# CERTIFICATE

## SAP Global Certification

We hereby confirm that

**Mary Nylen**

is certified as

**SAP Certified Application Associate - SAP SuccessFactors Compensation  
Q2/2017**

(C\_THR86\_1705)

Certified on: 21.09.2017

Walldorf, 22.09.2017

A handwritten signature in black ink, appearing to read 'M. Kleinemeier'.

**Michael Kleinemeier**

Member of the Executive Board  
Digital Business Services

