



CERTIFICATE

SAP Global Certification

We hereby confirm that

Joel Van Ormelingen

is certified as

SAP Certified Application Consultant - SuccessFactors Onboarding
(C_THR91_1505)

Certificate ID: s0015635189

Certified on: 2016-05-07 00:00:00.0

Walldorf, 16.05.2016

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

