

CERTIFICATE

We hereby confirm that

Martin Schrader

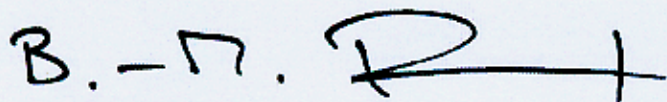
is certified as

**SAP Certified Application Associate - Human Capital Management with SAP
ERP 6.0 EHP4**

Certificate ID: 0004665606

Certified on: June 18, 2010

Walldorf, August 05, 2010



Dr. Bernd-Michael Rumpf
Global Head of Field Services

