

Certificate

NAKISA[®]

Certified Consultant

Stephen Millard

Has successfully completed the requirements to be recognized as
an official Nakisa Certified Consultant for

SAP[®] Organizational Visualization and

SAP[®] Talent Visualization solutions by Nakisa[®] (Version 4.0)

Certified since July 1st, 2013



A handwritten signature in blue ink, appearing to read 'Babak Varjavandi'.

Babak Varjavandi

Chief Executive Officer, Nakisa Inc.

Terms and Conditions – Nakisa Certification

1. Definition

“Nakisa Certified Consultant” is a title awarded by Nakisa to consultants within the Nakisa Partner Eco-System upon the completion of the official Nakisa education paths which are described in paragraph two (2) and three (3).
The certification is version based (major version).

2. Definition of Technical Education Paths

a. Scope of the Accelerated Path – Delta Training

- i. 3 day virtual classroom available to 3.0 trained consultants only
- ii. Requires passing a class exam
- iii. Upon successful completion the candidate can pursue certification

b. Scope of the Standard Path – Core Training

- i. 5 day core training class (classroom based)
plus 1 OrgModeler virtual expert class
plus 1 OrgAudit virtual expert class
- ii. Available to all consultants employed by a signed Nakisa Partner
- iii. Requires passing a class exam
- iv. Upon successful completion of all 3 modules the candidate can pursue certification

3. Certification

- i. Concluding a) or b) enables the candidate to register for the certification exams
- ii. EXAM 1: the theoretical multiple choice online exam
 1. is by invitation only
 2. is scheduled at specific dates and times
 3. is conducted in a time-controlled environment
 4. must be completed within 3 hours or less – results that are submitted later than 3 hours after the exam started are not considered
- iii. Only the registered person is permitted to log into the exam at the scheduled time. Simultaneous logins with the same credentials is considered a misconduct and will result in immediate suspension of the examinee
- iv. To pass EXAM 1 at least 80% accuracy of all answers is required
- v. EXAM 2: practical exam in form of a configuration task (scheduled in 1 day time slots)
- vi. To pass EXAM 2 the examinee needs to configure a given build and realize 100% of the specified customer requirements
- vii. Successful candidates receive a soft- and hardcopy of the certificate

4. Deemed acceptance to publish personal data

- a. Candidates who enter the certification process are authorising Nakisa to publish personal professional details about the certified individual on Nakisa.com as described in the below paragraph
- b. First and Last Name, Employer, LinkedIn Profile, Picture, Contact Details

5. Intellectual property

- a. The content of the exams is the intellectual property of Nakisa Inc.
- b. It is an offence to copy, share or publish any content without the consent of Nakisa Inc.

6. Revoking certification

- a. Nakisa Inc. reserves the right to revoke certification if the certified consultant has:
 - i. Not displayed her/his own knowledge during the exam
 - ii. Copied exam questions and/or answers and shared or published them in any manner
 - iii. As part of a project has caused a major problem due to improper configuration which led to customer dissatisfaction
 - iv. As per point 3. iii

NAKISA®

733 Rue Cathcart
Montreal (Quebec)
H3B 1M6
Canada

+1 (514) 228-2000
<http://www.nakisa.com>
partnertraining@nakisa.com

NAKISA®

Certified Consultant

Dear Stephen,

July 16, 2013

I am thrilled to write this letter to you today.

I confirm that you have completed the accelerated technical Nakisa education path and passed all required exams.

You are now recognized as a "Nakisa 4.0 Certified Consultant" and you can use this title in your social media profiles, business card, email signature, webinars and your company's web-page as well as anywhere else you deem beneficial to increase your own and Nakisa's footprint in the marketplace.

I have enclosed your personal Nakisa certification certificate, signed by our CEO Babak Varjavandi.

Congratulations!!!

My very best regards



Oliver Huetz,
Nakisa Inc.
oliver.huetz@nakisa.com
+1 (514) 228 - 2000