



CERTIFICATE

SAP INTEGRATION CERTIFICATION

SAP® Certified
Integration with SAP Applications

SAP AG

hereby confirms that the interface software for the product

HR-Talk Rel. 4.1

of the company **ISGUS GmbH**

has been certified for integration with **SAP ECC 6.0** via the SAP integration scenario **HR-PDC 4.5**.

This certificate confirms the existence of product features in accordance with SAP certification procedures. It does not guarantee that the product is error-free.

The certification test is documented in report no. 3004605 and expires January 27, 2012.

Vendor Hardware: PC-Pentium

Vendor Operating System: Windows XP

SAP Test System: SAP ECC 6.0

Used Integration Tools: certified ICARO BAPI-Handler

This configuration meets the requirements for connecting HR-Talk Rel. 4.1 to SAP applications.

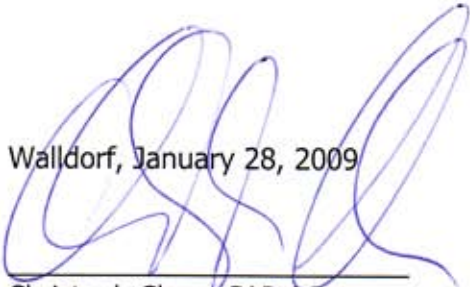
Certified Functions:

Time Events

Employee Expenditures

SAP Solution Manager Ready Functionality

Walldorf, January 28, 2009


Christoph Claus, SAP AG

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