

# CERTIFICATE

Interface Software for the SAP R/3 System

HR-PDC 4.5  
Time & Attendance and  
Employee Expenditures

HR-Talk  
for the SAP R/3 System

**S**AP AG hereby confirms that  
the product

**HR-Talk**

**Release Partner Product: 4.0**  
of the company

**ISGUS**

**J. Schlenker-Grusen GmbH**

Has been certified as interface software  
for the SAP R/3 4.5 System.

This certificate confirms the existence of  
product functionality in accordance with  
SAP's Certification procedure. It does not  
guarantee that the product is error-free. The  
certification test is documented in report  
990010/wd from December 22, 1999.

Hardware platform: Intel Pentium  
Operating system: WinNT 4.0

This configuration meets the requirements  
for connecting HR-Talk to SAP R/3 System.

## Certified functions

Time & Attendance  
Employee Expenditures

Waldorf, January 17, 2000

IA

Dr. Jörg Wiedemphn  
Integration & Certification Manager

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