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NO. 214

Florida Department of State
Division of Corporations
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To: Division of Corporations
Fax Number : (850) 617-6381

From: Account Name : CORPORATION SERVICE COMPANY
Account Number : I20000000195
Phone : (850) 521-1000
Fax Number : (850) 558-1515

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SECRETARY OF STATE
DIVISION OF CORPORATIONS
TALLAHASSEE, FLORIDA

Enter the email address for this business entity to be used for future annual report mailings. Enter only one email address please.

Email Address: _____

FOREIGN PROFIT/NONPROFIT CORPORATION
SUCCESSFACTORS, INC.

Certificate of Status	0
Certified Copy	0
Page Count	05
Estimated Charge	\$70.00

SECRETARY OF STATE
TALLAHASSEE, FLORIDA

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9/23/10

APPLICATION BY FOREIGN CORPORATION FOR AUTHORIZATION TO TRANSACT BUSINESS IN FLORIDA

IN COMPLIANCE WITH SECTION 607.1503, FLORIDA STATUTES, THE FOLLOWING IS SUBMITTED TO REGISTER A FOREIGN CORPORATION TO TRANSACT BUSINESS IN THE STATE OF FLORIDA.

1. SuccessFactors, Inc. (Enter name of corporation; must include "INCORPORATED," "COMPANY," "CORPORATION," "Inc.," "Co.," "Corp.," "Inc.," "Co.," or "Corp.")

(If name unavailable in Florida, enter alternate corporate name adopted for the purpose of transacting business in Florida)

2. Delaware (State or country under the law of which it is incorporated) 3. 94-3398453 (FEI number, if applicable)

4. May 23, 2001 (Date of incorporation) 5. Perpetual (Duration: Year corp. will cease to exist or "perpetual")

6. (Date first transacted business in Florida, if prior to registration) (SEE SECTIONS 607.1501 & 607.1502, F.S., to determine penalty liability)

7. 1500 Fashion Island Blvd., Suite 300, San Mateo, CA 94404 (Principal office address)

1500 Fashion Island Blvd., Suite 300, San Mateo, CA 94404 (Current mailing address)

8. Sales and Marketing of SuccessFactors products. (Purpose(s) of corporation authorized in home state or country to be carried out in state of Florida)

9. Name and street address of Florida registered agent: (P.O. Box NOT acceptable)

Name: Corporation Service Company

Office Address: 1201 Hays Street

Tallahassee, Florida 32301 (City) (Zip code)

10. Registered agent's acceptance:

Having been named as registered agent and to accept service of process for the above stated corporation at the place designated in this application, I hereby accept the appointment as registered agent and agree to act in this capacity. I further agree to comply with the provisions of all statutes relative to the proper and complete performance of my duties, and I am familiar with and accept the obligations of my position as registered agent.

Corporation Service Company

Jeanine Reynolds as its agent

By: [Signature] (Registered agent's signature)

11. Attached is a certificate of existence duly authenticated, not more than 90 days prior to delivery of this application to the Department of State, by the Secretary of State or other official having custody of corporate records in the jurisdiction under the law of which it is incorporated.

2010 SEP 22 PM 1:30

DEPARTMENT OF STATE DIVISION OF CORPORATIONS

SECRETARY OF STATE
DIVISION OF CORPORATIONS

2010 SEP 22 PM 1:30

12. Names and business addresses of officers and/or directors:

A. DIRECTORS

Chairman: _____

Address: _____

Vice Chairman: _____

Address: _____

Director: Please see attached list

Address: _____

Director: _____

Address: _____

B. OFFICERS

President: Please see attached list

Address: _____

Vice President: _____

Address: _____

Secretary: _____

Address: _____

Treasurer: _____

Address: _____

NOTE: If necessary, you may attach an addendum to the application listing additional officers and/or directors.

13. _____

(Signature of Director or Officer listed in number 12 of the application)

14. Brian Kinton, Vice President

(Typed or printed name and capacity of person signing application)

FILED
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 DIVISION OF REVENUE
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SuccessFactors Directors

Name	Address
Doug Burgun	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
Lars Dalgaard	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
Eric Dunn	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
William McGlashan, Jr.	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
Elizabeth Nelson	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
David Strohm	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
David Whorton	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404

SuccessFactors Officers

Name	Address
Lars Dalgaard, Chief Executive Officer	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
Bruce Felt, Chief Financial Officer	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
Hillary Smith, Secretary and General Counsel	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404
Brian Kinion, Vice President and Controller	1500 Fashion Island Blvd. Suite 300 San Mateo, CA 94404

Delaware

PAGE 1

The First State

I, JEFFREY W. BULLOCK, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY "SUCCESSFACTORS, INC." IS DULY INCORPORATED UNDER THE LAWS OF THE STATE OF DELAWARE AND IS IN GOOD STANDING AND HAS A LEGAL CORPORATE EXISTENCE SO FAR AS THE RECORDS OF THIS OFFICE SHOW, AS OF THE TWENTY-FIRST DAY OF SEPTEMBER, A.D. 2010.

AND I DO HEREBY FURTHER CERTIFY THAT THE SAID "SUCCESSFACTORS, INC." WAS INCORPORATED ON THE TWENTY-THIRD DAY OF MAY, A.D. 2001.

AND I DO HEREBY FURTHER CERTIFY THAT THE FRANCHISE TAXES HAVE BEEN PAID TO DATE.

AND I DO HEREBY FURTHER CERTIFY THAT THE ANNUAL REPORTS HAVE BEEN FILED TO DATE.

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SECRETARY OF STATE
DIVISION OF CORPORATE AFFAIRS

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You may verify this certificate online at corp.delaware.gov/authver.shtml



msar
Jeffrey W. Bullock, Secretary of State
AUTHENTICATION: 8239429

DATE: 09-21-10