

LETTER OF REFERENCE

To whom it may concern,

I confirm that Kornelia Linnemann was employed (through HR Blue) to work within our Central Europe organization (Germany, Austria, Poland) between 2011 and 2014.

Indeed, she was a replacement during a maternity leave for the position of acting HR Manager, Central Europe - from Oct 2011 to June 2012 - and later on, as a HR generalist position covering all aspects of recruitment, Comp&Ben, employee & management support, communication, training & development, HR projects – from January 2013 until May 2014.

Kornelia has a unique set of skills when it comes to Organization Development. Her coaching experience and expertise as well as her willingness to make personal development at the core of each associate brought extremely great added value to our company. Indeed with her OD/OE background, she was able to provide a different flavor to the organization by embedding her know-how into day-to-day activities.

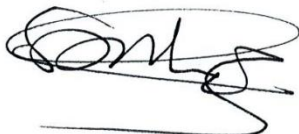
She makes these competencies available to others by eagerly and readily sharing her views and expertise. It should be noted also that she shows dedication to work and is not put off by anything new. More specifically in this role, we felt that she was able to be as much dedicated to the overall International region as well as her own specific region, Central Europe. Her work-ethic is one of her stronger points as she is sure to get the job done.

She has a certain capacity to adapt fast within a new structure, whether it's to the company culture, as well as individual relations. She is reliable and dependable, which inspires trust from others. She has no problem liaising with lower-level roles as well as upper-management positions, either way her credibility remains unquestioned.

As a person, she is always available, with a very stable, pleasant disposition. She has a good judgment of situations (taking them in her stride with good humour and level-headedness) as well as people. She is passionate, this is not only visible but also contagious.

I would happily re-employ Kornelia as I considered her to be a valuable member of the team, who consistently achieved good results and delivered all expectations.

Yours faithfully,



Mrs. Valérie Soulier

Vice President, Human Resources, Scotts International