Date: March 23, 2016

From: Andy Morgan Director of Sales Revlon

To Whom It May Concern:

## Subject: Letter of Recommendation for Kay Maxwell

I am pleased to write this letter of recommendation on behalf of Kay Maxwell. While she was not a direct report, I have had the opportunity to work with her on multiple projects, and was impressed with her positive attitude and drive. Both qualities have made her a valuable member of our team.

In addition Ms. Maxwell worked directly with my Trade Marketing team to facilitate a successful In-Store promotions project, providing valuable information and insight to the organization which helped us achieve our growth targets.

It has been a pleasure to watch Ms. Maxwell grow and learn throughout her tenure with us. I believe she would be a valuable addition to any company she chooses to join, and I have no hesitation in recommending her highly

William A. Morgan

Director of Sales Revlon 4160 Woodcock Drive

Jacksonville, Florida 32207

OTC / International Phone: 904.655-8110 Andy.Morgan@Revion.com