

September 1, 2017

**adidas**

adidas Germany  
Talent Carousel Committee

Greetings Talent Team,

My name is Virginie, the Project Manager located in adidas Panama, reporting to Steve Fogarty in the Talent Futures Team. I managed Talent Acquisition in the adidas Panama regional office since 2009 before my promotion to the Talent Futures Organization in 2016. It is a pleasure to provide you with my feedback regarding Camila Venegas.

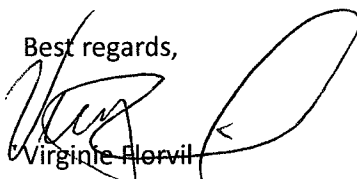
Camila contacted me from Colombia in early 2016 to express her strong interest in joining the adidas Panama regional office team. Since she was visiting Panama, we confirmed a date and time to meet in our Panama office. I have hired thousands of talents and I immediately captured her strong passion/connection for our brand, sport, fashion and marketing within 5 minutes of our conversation. She had the key qualities we look for in our talents in the right balance. Camila swims, played golf, runs, former cross fit fiend and cycles. I was wowed to see all the medals she acquired in her competitions including the recognitions she received in adidas Colombia for best "Retail Marketing Campaign Execution" and Most "Passionate Employee of the Year". Camila reflects our Career without Borders pillar – studying, living and working in Canada, Italy, New York and Panama. She is adventurous, fearless, competitive and determined.

She does not stop at "no". Camila's first application to a marketing position in Panama didn't land the role and she continued with her goal and plan until she was hired shortly after in Retail Marketing. Camila is a goal digger and a go-getter. At 19 years old, she had her own swimwear brand and decided to broaden her knowledge in Marketing by obtaining her Masters. It's takes a lot of courage and discipline to manage and own a business – yet she did it. Camila makes her dreams come true, despite the risks and the hard work it requires.

When I reflect upon our 3Cs, I can see Camila clearly representing Confidence, Creativity and Collaboration at very phase in her personal and professional journey. I feel Camila is a very good participant in the Talent Carousel for all she was able to achieve and deliver despite the risks, uncertainties and adversities.

I am happy to provide you with additional information if required.

Best regards,



Virginie Florvil  
Project Manager  
Talent Futures