



Craig T. Welburn

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February 13, 2015

Mr. Jorge Rosende
McDonald's - Baltimore-Washington Region
6903 North Rockledge Dr.
Two Democracy Center, Suite 1100
Bethesda, MD 20817

RE: Vivian Warfield

Dear Jorge,

I just wanted to take a moment to reach out to you regarding our business consultant, Vivian Warfield. Let me first say, she has been one of the best consultants Welburn Management has ever had the honor of working with. She goes above and beyond the responsibilities of a business consultant, providing constant communication, feedback and motivation that is unparalleled. Her reliability and patience makes her an ideal person to work with.

She has pushed my organization to new heights. My managers absolutely adore her. Her judgment is impeccable. I am confident that she always has my restaurants' best interest at heart. If Vivian evaluates a situation, I am certain that it is in fact exactly the way she says it is and I can react based upon her assessment. I can't tell you what a comfort that is in my position.

While it is with great regret that I lose her as my business consultant, it is my understanding that she is being considered for the position of Field Service Manager. Please accept this letter as my unequivocal recommendation. She deserves the very best. I have no doubt that she will make an excellent Field Service Manager.

Sincerely,

A handwritten signature in blue ink that reads "Craig T. Welburn".

Craig T. Welburn

cc: Vivian Warfield, Doug Jubic and Bianca Olivas