

MATTRESS FIRM

April 2, 2014

To whom it may concern,

I hired Christine Brinkley as Vice President of Human Resources in March 2008, as Mattress Firm was preparing to embark on significant growth plans. During the next five years, Mattress Firm evolved from a 400 store privately held company to a 1,000 store publicly traded chain, through both organic growth and acquisition of seven other specialty mattress retailers, the largest being a 200 store competitor.

During the time Christine worked for me, I found her to be an intelligent and motivated individual capable of handling whatever she was asked to do. She executed completely and timely with projects, in addition to her day-to-day responsibilities in this very dynamic organization. Her flexibility and willingness to adjust priorities quickly made her an excellent resource for her peers, supervisors and her team. She was extremely approachable and customer-oriented and significantly changed the perception of the organization, regarding HR.

Some of the most significant projects/programs that Christine was responsible for included collaboration with me on succession planning for the executive and leadership teams, IPO HR activities including the development of Mattress Firm's first Compensation Disclosure and Analysis (CD&A), acquisition projects from initial diligence through integration, development of formal on-boarding and retention programs, management and on-going tracking/oversight of our Management Bonus Objective (MBO) program, and creation of our compensation committee.

In addition, Christine was always an excellent resource for my executive team, as well as for me, as a sounding board, confidant, and advisor. Christine offers sound advice and guidance in many areas, including culture, change management, and other areas that are affected by rapid growth and acquisition.

Christine is extremely trustworthy and loyal and I would highly recommend her to any organization in need of a results-oriented Human Resource executive with experience in developing and coaching senior teams and proficiency in design and execution of HR-related projects and programs

If you would like additional information about Christine, you can reach me at (713) 923-1090 or at steve.stagner@mattressfirm.com.



Sincerely,
Steve Stagner