



**Pearce Group Architects**

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TO WHOM IT MAY CONCERN

21 January, 2003

**ALAYNE HARRIS**

Alayne joined this company in February 2000 having been recruited as she combined interior design talents with a real ability to carry designs through to construction information. This is a combination not often found in members of her profession but as an integrated Design and Build company, it was a key factor for us. However, a recent management buy-out of the Pearce Group from Crest has led to a restructuring of the business into more specialised areas and the Architects Group is unfortunately a casualty of this process.

Alayne's degree from the University of Manitoba in interior design should not limit a view on the range of her capability. She can take a project from the "big picture" through to the most thorough attention to detail. Her experience with this Company ranges from projects in the restaurant and leisure club sector through to corporate offices and the Imec centre in Belgium. I believe she is one of the most versatile and "multi-skilled" persons I have encountered. From complicated steel staircase detailing for a landmark office complex to a relocation and business strategy for a transportation company, Alayne has never failed to produce results which exceed expectations. She applies a thorough logic to all her assignments and never puts a constraint on what she is able to undertake.

With the advent of project hosting systems, she trained in the evenings at the University of Bath on her own initiative, and is accordingly proficient in HTML. This was applied in a live project for the Airbus Design Centre project where she acted as administrator for the system in addition to her role as assistant to the project leader. As would be expected from a person with her qualifications, her presentation and design skills have been fundamental in our communication with clients. At Pearce she has always worked in conjunction with construction teams and I believe that this has given her sound practical experience in the control of subcontractors and an understanding of the realities on a site.

The new structure of this company does not afford Alayne the type of work and responsibility of which she is capable. I believe that the more one gets to know Alayne, the more of her capabilities are revealed and I am sorry that circumstances here mitigate against our gaining further benefit from her contribution. In wishing her every success for the future, I have great confidence that future employers will benefit from Alayne's skill and commitment as we have.

Yours faithfully

A handwritten signature in black ink that reads 'George Hammersley'. The signature is written in a cursive, somewhat stylized script.

George Hammersley  
Company Architect.