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14 May 2020

To Whom it may concern,

I have the pleasure in writing this reference for Mr. Lance Ferris.

Our company is a professional building surveying organisation involved in numerous projects ranging from residential to larger scale public and private sector projects with staff representatives in various government and industry associations including the Building Practitioners Board, Australian Institute of Building Surveyors and Standards Australia.

I have worked with Lance in the capacity of site manager for the project situated at 15-19 Mullenger Road, Braybrook comprising the construction of a four storey residential apartment building & associated carpark and thirty five (35) double/triple storey dwellings and associated garages with a total construction cost of \$14,000,000.

Lance was found to be professional, polite, and respectful during our association whilst demonstrating an ability to command the highest possible output from our company with a professional standing and integrity who takes great pride in his work. He has a thorough and in depth understanding of building regulatory legislation and construction concepts which are valuable to liaising and dealing with consultants, contractors and the alike.

I would have no hesitation in endorsing Lance's professional attitude and competence as being of the highest standard.

Should you wish to discuss this reference further, please do not hesitate to contact me on 9568 2992 at your earliest convenience.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Joseph Kairouz'.

Joseph Kairouz
BS-U 38500
Director
Akritidis Group Building Consultants