

TO WHOM IT MAY CONCERN

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**Massimo de Santis**

Massimo has been working at HFM Architects since May 2016. He was originally hired due to his experience in working on shopping centres and several high quality retail fitout projects in his previous employment.

Initially, he joined a team of architects and technologists working on a remodelling project in Chester where we were converting a 1960's former office and retail building into five restaurants. His 3D studies of various re-cladding proposals were very well received and this resulted in the successful planning application in this notoriously sensitive location. Massimo would have been involved in the detail design of the project but unfortunately the anticipated market for A3 use has not materialised and the project is on hold.

Massimo then went on to work on an upgrading project for a shopping centre in Northampton, which reached the early stages of detail design when again, the client decided to cancel the project due to poor market conditions.

Three smaller projects have benefitted from Massimo's input recently; a remodelling of a shop unit in Reading, and two Family Room projects within The Oracle and Highcross Shopping Centres where existing baby change facilities are being upgraded, including soft play areas, feature video screens and high quality finishes throughout.

It is with regret that the downturn in workload across the office has meant that we have had to say goodbye to Massimo this summer. He has made a sound contribution to the office over the last 15 months and I wish him all the best in the future.

Kind regards



Mike Montuschi

Director