



24 July 2020

Holger de Groot  
1907/211 Pacific Highway  
North Sydney, NSW 2060  
Australia

**To whom it may concern**

This is to certify that Holger de Groot worked for HDR on a full time basis from the 04<sup>th</sup> of September 2017 until the 31<sup>st</sup> of July 2020 as the National Director of BIM for Australia.

Holger de Groot's primary role was to elevate HDR as a BIM leader in the Australian architecture industry. In addition to supervising and guiding Digital Practice Leaders, he was responsible for implementing and advising leadership on the corporate BIM Strategy, interacting with various disciplines and advising on BIM matters at all levels.

In implementing the above, his responsibilities also included but were not limited to:

- Using and overseeing others' use of BIM to prepare architectural project documentation;
- Consult with, supervise and guide other architects in the development and implementation of BIM processes and procedures for all new building projects;
- Consult with key project stakeholders in the development of building information models and specifications, including clients, engineers, contractors, etc.;
- Monitor and maintain the BIM Quality Management System (QMS); and
- Prepare quarterly reports to be presented to the Managing Principals, updating them on the BIM implementation status, industry trends, key projects, staff training, marketing opportunities, etc.

Holger is leaving us at his own request. We deeply appreciate Holger's contribution to HDR and we wish him the best in his future endeavours.

If there is any further information you require regarding Holger de Groot's employment, please feel free to contact me directly at +1 650 465-5926.

Yours sincerely,

**Roger P. Stewart**  
Managing Director, Australia  
Global Director, Civic

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Nominated Architect Jonathan Croft 10072 (NSW)