

A diverse group of people, including men and women of various ethnicities, are seated in a lecture hall. They are all looking towards the front of the room and clapping. The image has a warm, yellowish tint. The text "TURNER FLEISCHER" is overlaid in the top right corner in a large, white, sans-serif font.

TURNER FLEISCHER

Architecture, it's who we are.



Ellen Bensky

B. A., Dip. Arch. Tech.(Hon)
CanBIM P1
Principal, CEO, CFO
29 Years with the studio



Steve Nonis

B.Arch., OAA, AANB, AAPEI,
MRAIC, CanBIM P3, LEED AP
Principal
16 Years with the studio

Who We Are



Turner Fleischer
Toronto, Canada

45

Years of
Experience

155

Talented
Professionals



Architecture



Interior Design



Branding



Commercial



Industrial



Institutional



Hospitality



Mixed-Use



Residential



Retail



Planning

TURNER
FLEISCHER

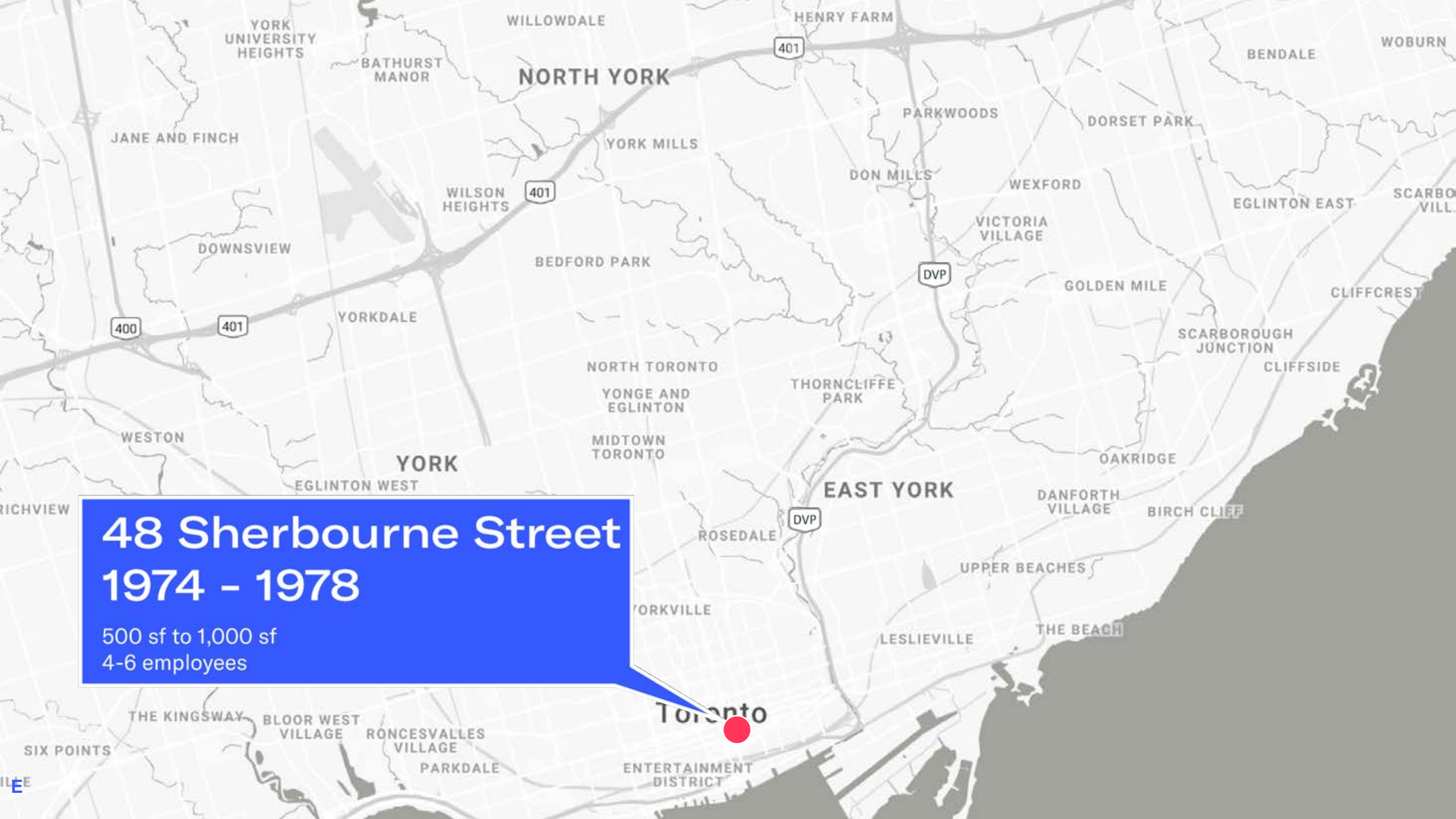






A Space for Progress: Transforming your Studio to Meet Industry Realities

1974 - Where We Began



48 Sherbourne Street 1974 - 1978

500 sf to 1,000 sf
4-6 employees



48 Sherbourne Street



Drawing Tables



Letraset



Electric Typewriter



RapidoGraph



Colour Pencils



Mylar



Set Square



Thermal Paper
Fax Machine

Why we moved



Growth



Parking

TURNER
FLEISCHER

569 King Street E.
1978 - 1988

3,000 sf.
6-30 employees

569 King Street E.
1978 - 1988

3,000 sf.
6-30 employees

Sherbourne Street Office



569 King Street East



Drawing Tables



Letraset



Electric Typewriter



RapidoGraph



Colour Pencils



Mylar



Set Square



Fax Machine



Slides & Carousel
Projector

Why we moved



Growth



Parking

TURNER
FLEISCHER

1988 – 953a Eglinton



953a Eglinton Ave E. 1988 - 2002

5,500 sf.
30-40+ employees

Sherbourne Street Office

King Street Office



953a Eglinton Ave East



Digital Plotter



First Computers



Internet and Email



CDs replace
Floppy Disks

Why we moved



Growth



Parking



Boardrooms

2002 - 67 Lesmill

A map of Toronto, Ontario, Canada, showing various neighborhoods and major roads. Three office locations are marked with red dots. A blue callout box points to the first location, 67 Lesmill Rd. The map includes labels for North York, York, East York, and the City of Toronto. Major roads like 401, 404, and 403 are shown. The map is oriented with North at the top.

67 Lesmill Rd. 2002 - Present

16,265 sf.
40-150+ employees

Eglinton Avenue Office

Sherbourne Street Office

King Street Office



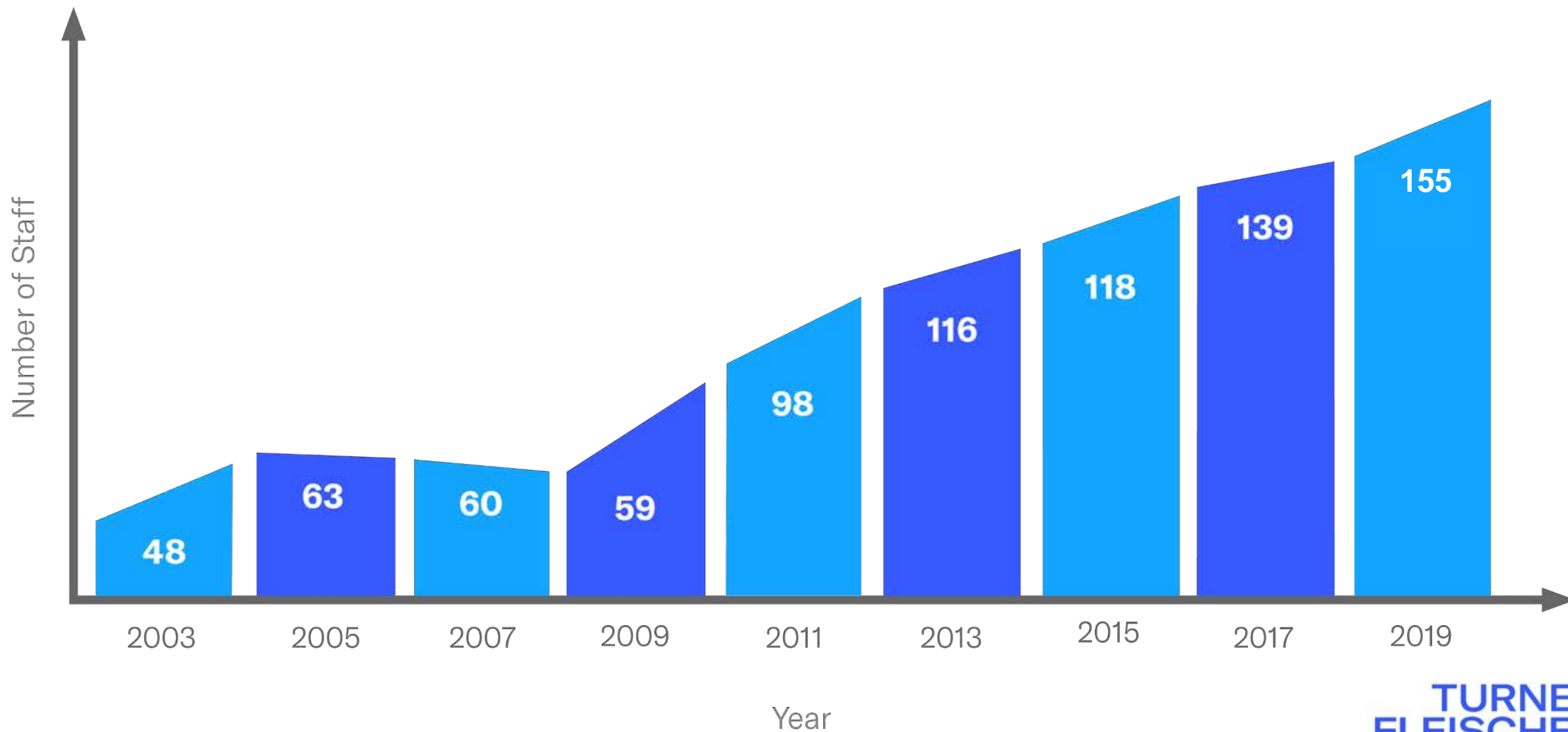




2002 to 2018 – Changes at 67 Lesmill

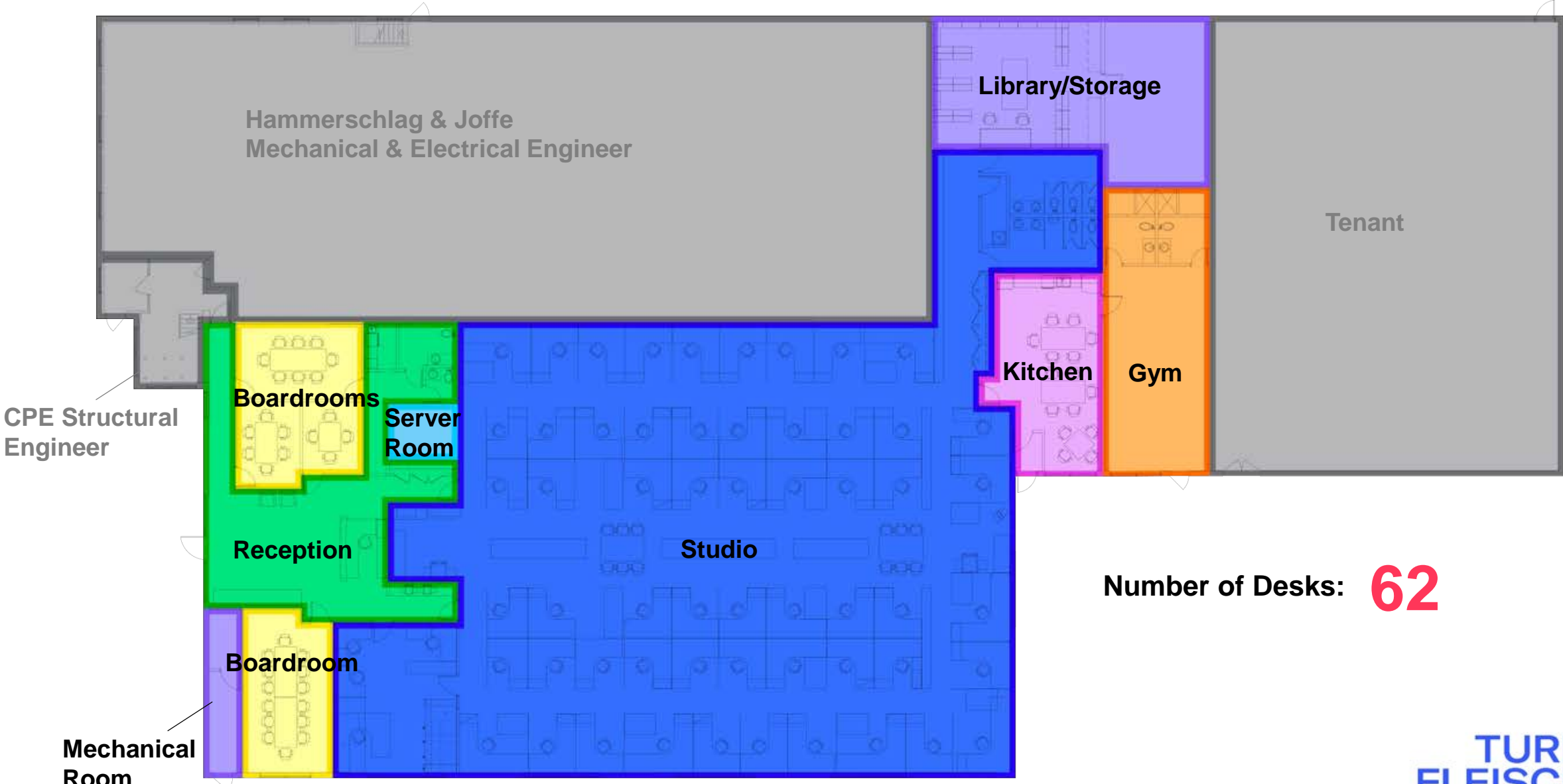
67 Lesmill

A Steady Growth

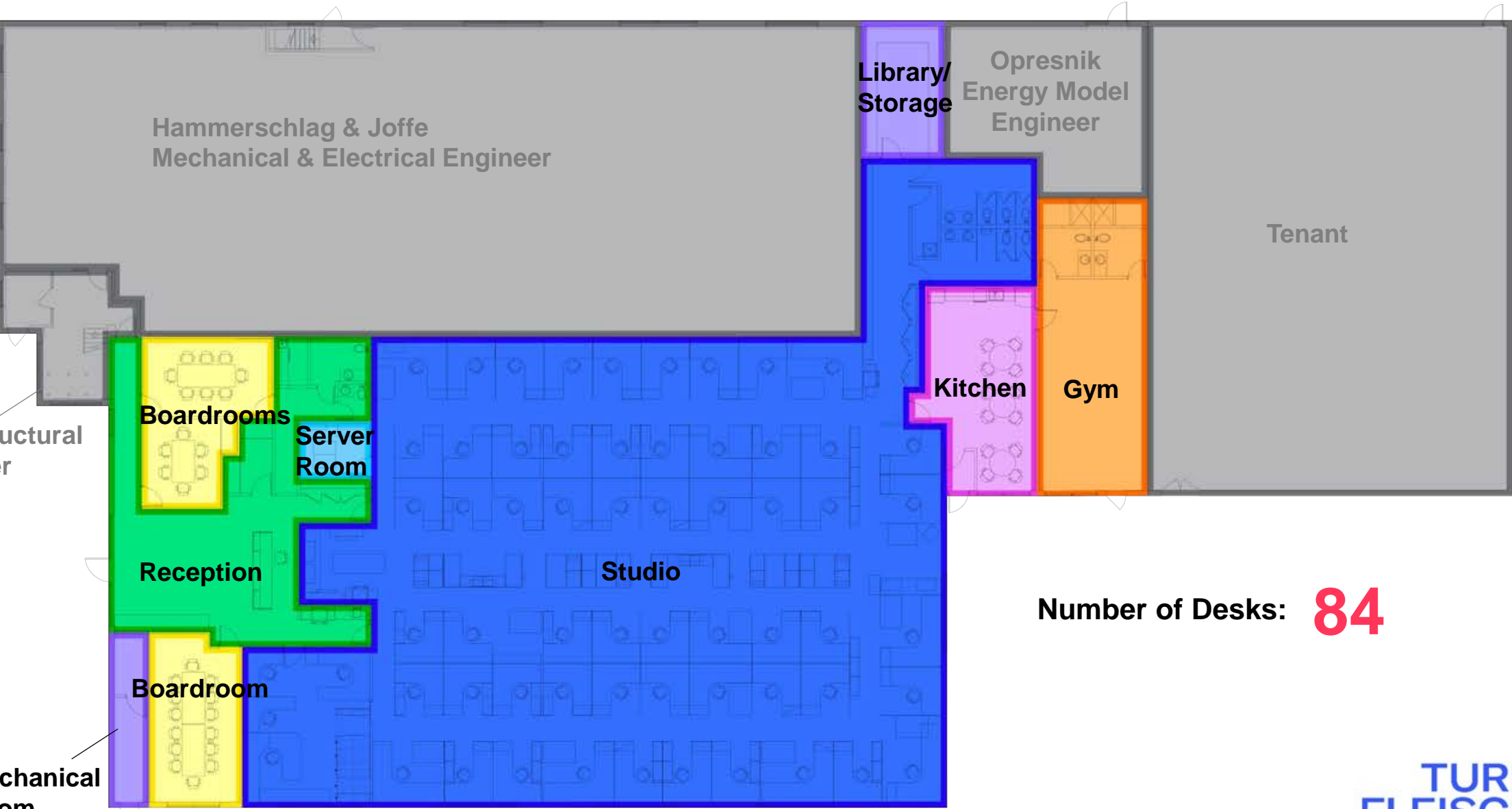


**TURNER
FLEISCHER**

January 2003

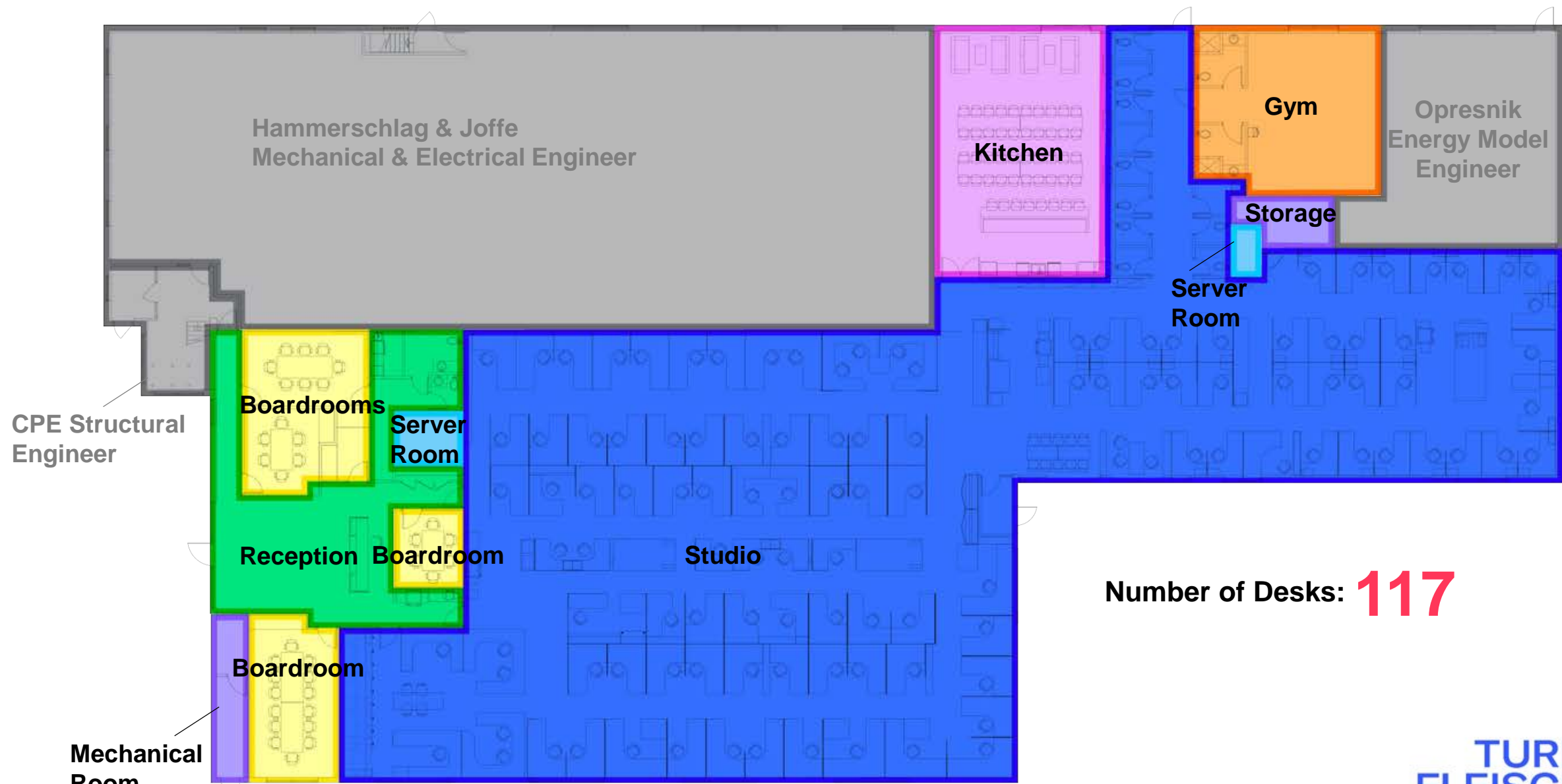


April 2010



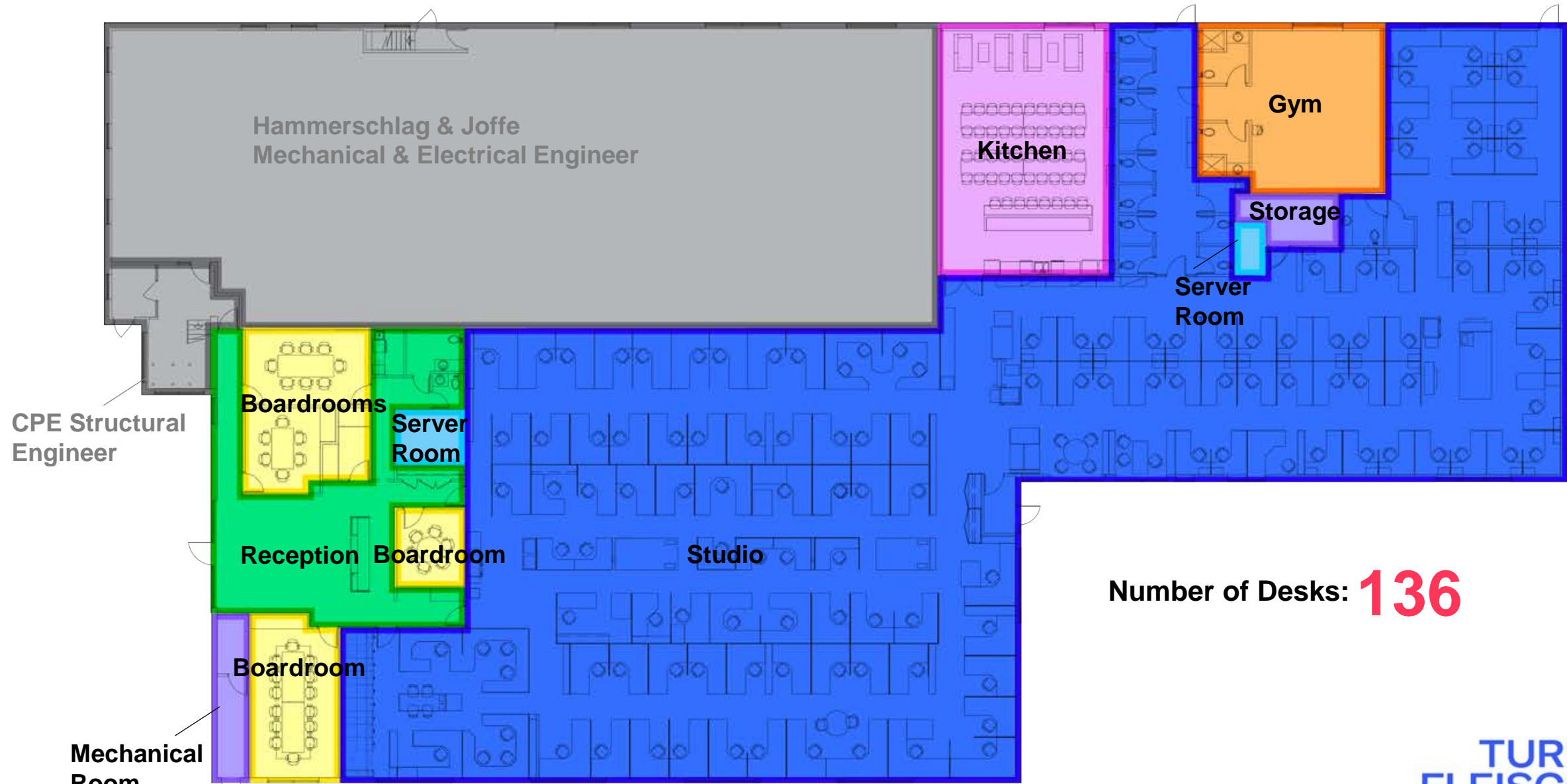
Number of Desks: **84**

September 2012



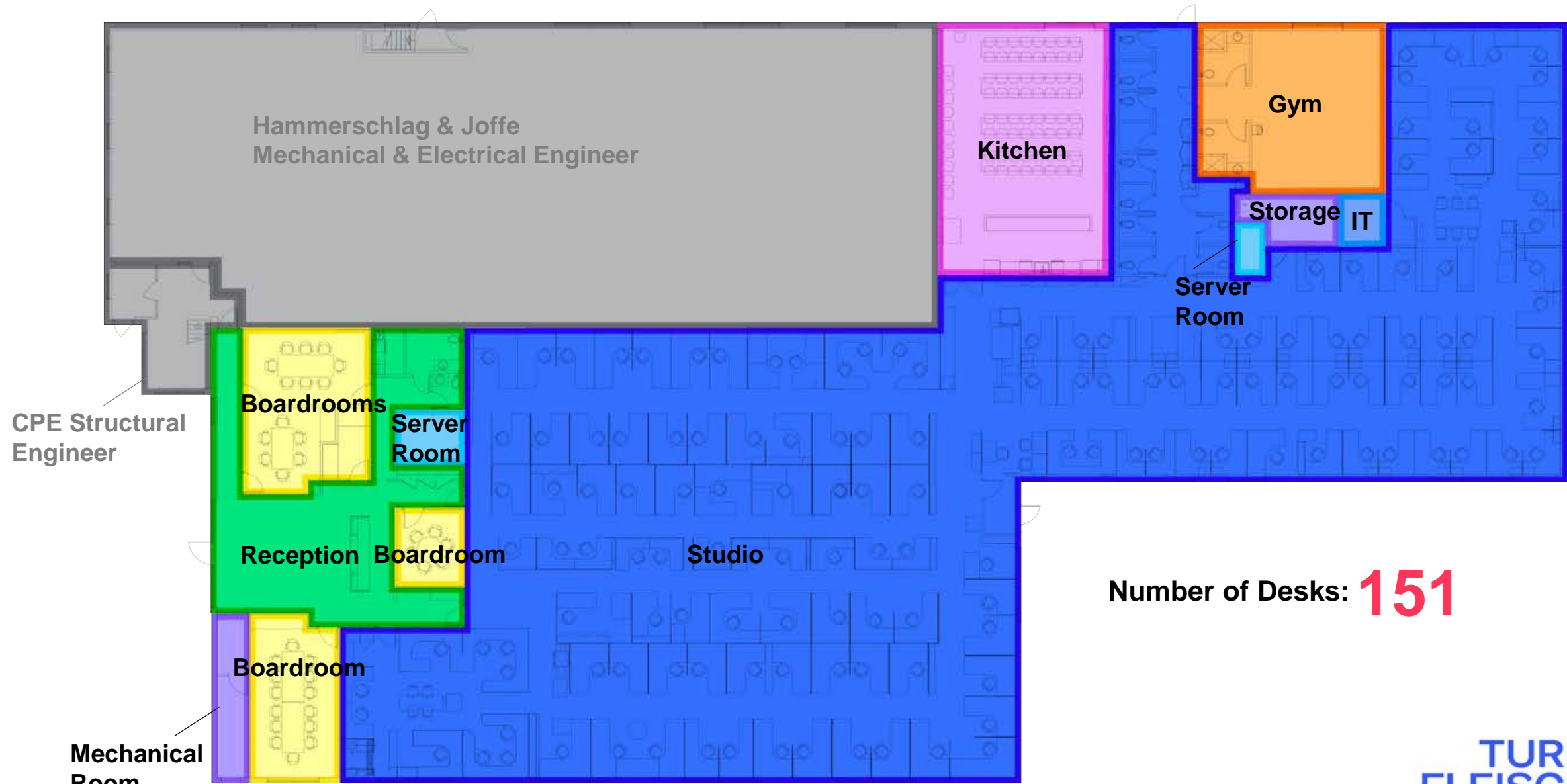
Number of Desks: 117

February 2016



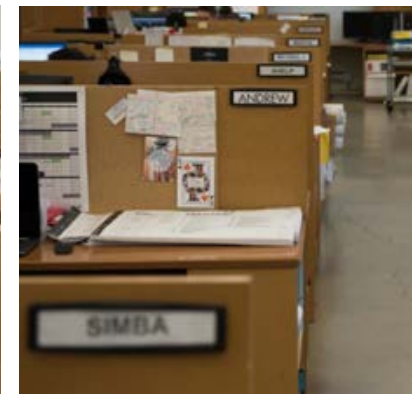
Number of Desks: **136**

2019



Number of Desks: **151**

67 Lesmill

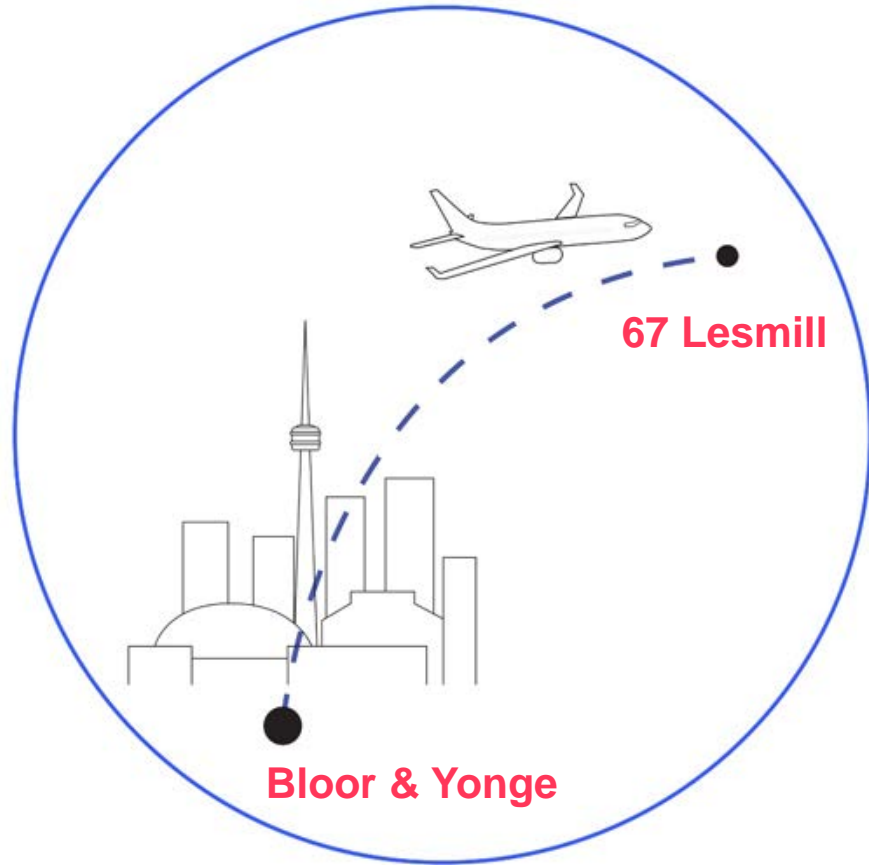


TURNER
FLEISCHER

External Motivators for Renovating or Moving

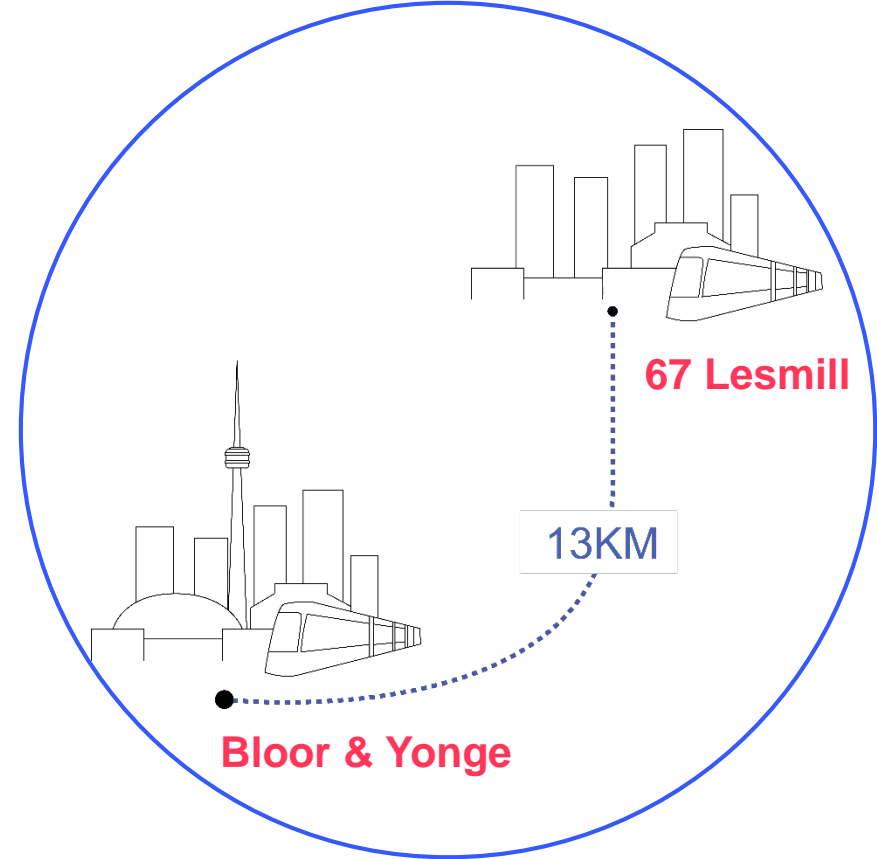
External Motivators

Location



Perception

Vs.

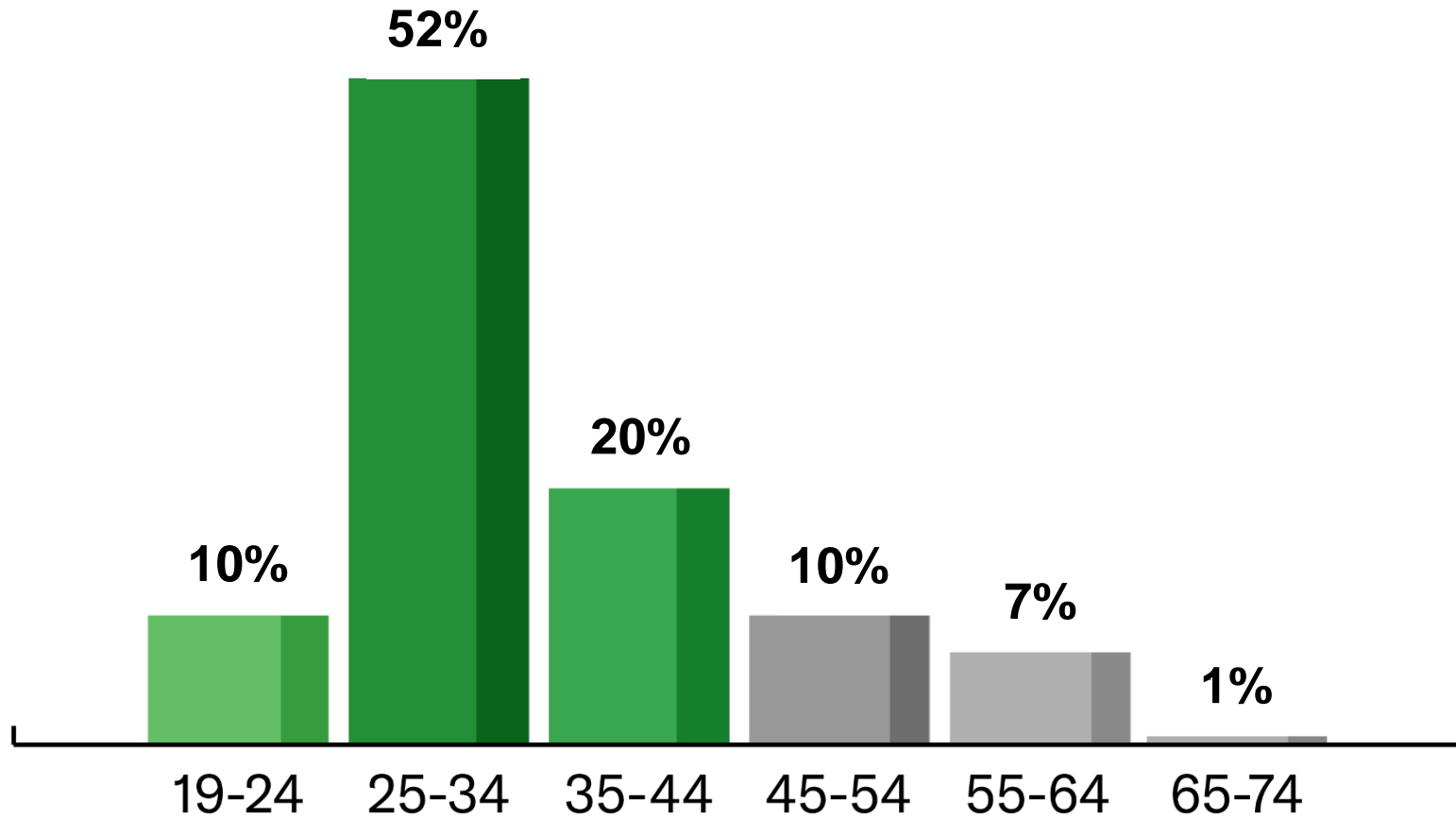


Reality

TURNER
FLEISCHER

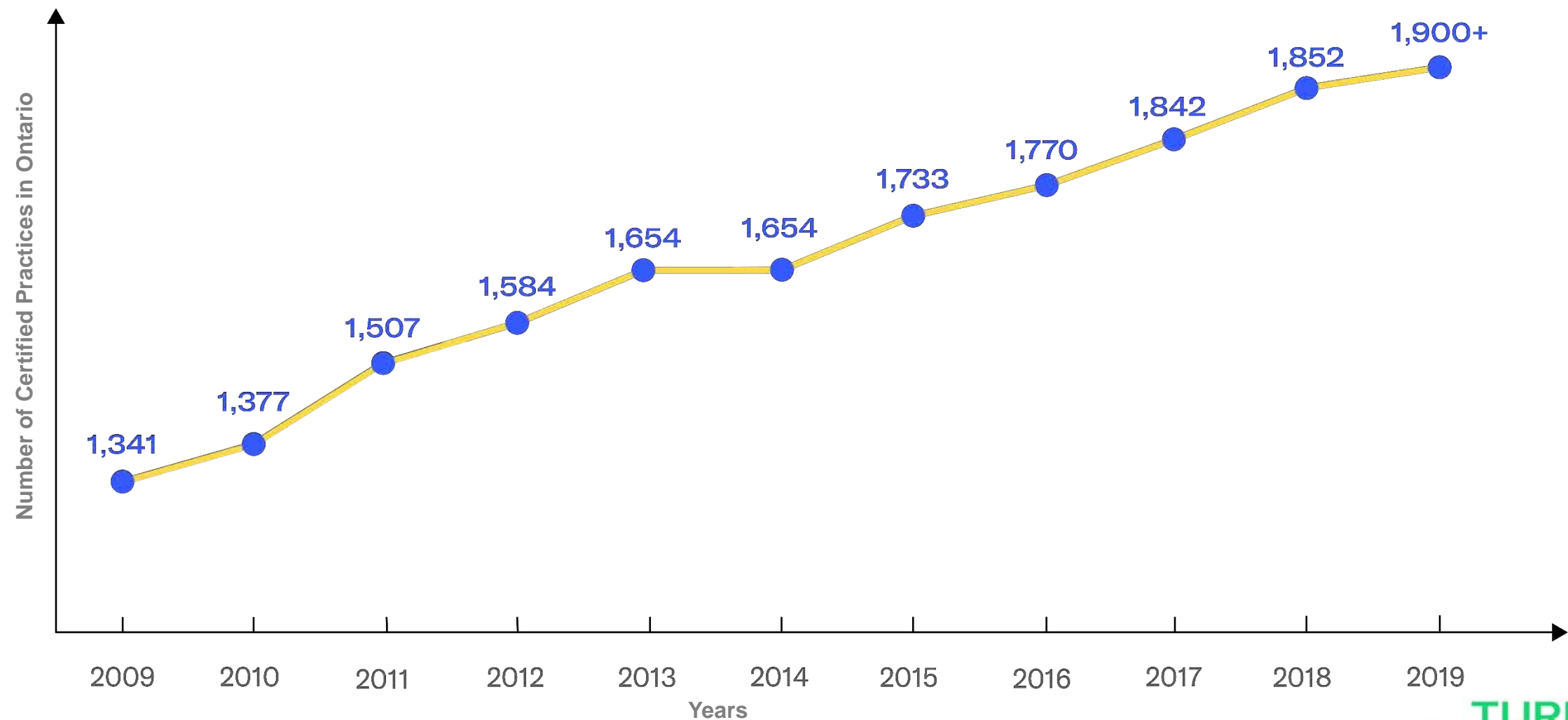
External Motivators

Demographics



External Motivators

Competition



External Motivators

Innovation is
**Accelerating
Exponentially**

Disruption is
Inevitable

Digital
Transformation
is **Unavoidable**



Internal Motivators for Renovation or Moving

Internal Motivators



Learning



Boardrooms



Collaboration



Client Experience



Kitchen



Technology



Wellness



Diversity



Creativity



Growth

TURNER
FLEISCHER

Internal Motivators



Learning



Boardrooms



Collaboration



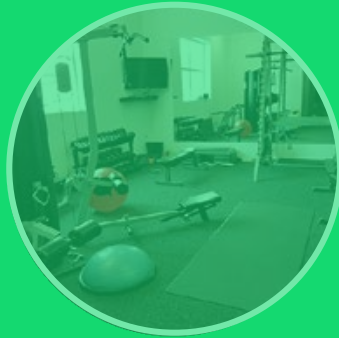
Client Experience



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Creativity



Growth



Internal Motivators

TF Academy

Fall 2019

Brd1	Brd1	Brd1	Brd1	Brd1	Brd3	Brd1	Brd1	Brd1	Brd1	Kitchen	Kitchen	Kitchen	Kitchen	Bdrml	Kitchen	Brd3	Brd3
TF-102 Field Review	TF-501 Life Cycle of a Project	TF-1201 Interior Design - Beyond the Concep	TF-1601 360 Mins on Design	TF-1801 Condo s and Condo nts	TF-V- 101 Condo Suite Design	TF-V- 601 Dynam o	TF-V- 701 Photos hop	TF-V- 801 Enscap e	TF-V- 901 Illustrat or/InDe sign	TF-E- 304 Buildin g Code	TF-E- 311 Buildin g Scienc e	TF-E- 312 Buildin g Scienc e	TF-E- 1307 Digesti on, Gut Health, and Weigh	TF-E- 1304 Life Coachi ng & Hypnos ic 8am	TF-E- 1305 Financ es 5:30	TF-V- 1001 Practic e Adviso r Worksh	TF-V- 1002 Practic e Adviso r Worksh
5:30 Instruct or	8:00 Instruct or	5:30 Instruct or	5:30 Instruct or	8:00 Instruct or	5:30 Instruct or	8:00 Instruct or	5:30 Instruct or	8:00 Instruct or	8:00 Instruct or	8:00 Instruct or	5:30pm Alex, Al	5:30 Alex, Jesse				8:30 Instruct or	5:30 Instruct or

	Fr	Mo	Tu	We	Th	Fr	Mo	Tu	We	Th	Fr	Mo	Tu	We	Th	Fr	Mo	Tu	We	Th	Fr
Sep		2 Labor Day	3	4 7:00 SY	5 8:00 Brdm1	6	9	10	11 8:00 Brdm3	12 8:00 Brdm1	13	16	17 8:00 Brdm1	18 8:30 Brdm3	19 8:00 Brdm1	20	23	24 8:30 Brdm3	25	26 8:00 Brdm1	27
		5:30 Brdm1		5:30 Brdm1	5:30 Brdm1		5:30 Brdm3	5:30 Kitchen	5:30 Brdm1				5:30 Brdm1				5:30 Brdm3	5:30 Kitchen	5:30 Brdm1		
Oct	4	7	8	9 7:00 SY	10 8:00 Brdm1	11	14 Thanksgiving	15 8:30 Brdm3	16 8:00 Brdm1	17 8:00 Brdm1	18	21	22 8:00 Brdm1	23 8am Brdm1	24 8:00 Brdm1	25	28	29 8:30 Brdm3	30	31 8:00 Brdm1	
	5:30 Brdm1		5:30 Brdm1				5:30 Brdm3		5:30 Brdm1				5:30 Brdm1				5:30 Brdm3				
Nov	1	4	5	6 7:00 SY	7 8:00 Brdm1	8	11 Remembrance Day	12	13 8:00 Brdm1	14 8:00 Brdm1	15	18	19 8:00 Brdm1	20 5:30 Kitchen	21 5:30 Brdm1	22	25	26 5:30 Brdm3	27 5:30 Brdm3	28 5:30 Brdm1	29
			5:30 Brdm1	5:30 Kitchen	5:30 Brdm1		5:30 Brdm3	5:30 Brdm3	5:30 Brdm1				5:30 Brdm1				5:30 Brdm3	5:30 Brdm3	5:30 Brdm1		
Dec		2	3	4	5 8:00 Brdm1	6	9	10	11 8:00 Brdm1	12 8:00 Brdm1	13	16	17 8:00 Brdm1	18	19 8:00 Brdm1	20	23	24	25	26	27
		8:00 Brdm1	7:00 SY	8:00 Brdm1					8:00 Brdm1	8:00 Brdm1			8:00 Brdm1				Christmas				
		5:30 Brdm1	5:30 Brdm3	5:30 Brdm1					5:30 Brdm3					5:30 Brdm1							

Semesters per year:

3

TURNER
FLEISCHER

Total Sessions

58

5
Courses

20
Sessions

8
Workshops

26
Sessions

6
Electives

12
Sessions



Internal Motivators

TF Academy



Internal Motivators



Learning



Boardrooms



Collaboration



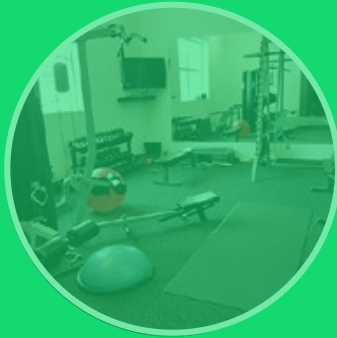
Client Experience



Kitchen



Technology



Wellness



Diversity



Creativity



Growth



Internal Motivators

Boardrooms

	8 am	9	10	11	12 pm	1	2	3	4	5	6	7
	September 30, 2019											
Boardroom 1		John Chow LRE / Choice site plan meeting Boardroom 1 John Chow				Ryan DeCosin Site Develop Schedul Boardro 1 Ryan DeCosin	Lester Agnew Fortinos Lawrence and Allen review Boardroom 1 Lester Agnew	Anita Yu Team meeting Boardroom 1 Anita Yu	Anita Yu Mutual and Jarvis Boardroom 1 Anita Yu	Recruitment Interview with Lucas Felipe Da Costa Rebelo (Centennial) Boardroom 1 Recruitment		
Boardroom 3	Raza Mehdi Residential Boardroom 3 Raza Mehdi	Anita Yu scheduling Boardroom 3 Anita Yu	Geoff Holt C+I Weekly Team Meeting Boardroom 3 Geoff Holt	Raza Mehdi 1821 Weston Road Turner Fleischer - Boardroom 3 Raza Mehdi	Nicholas Aleksich Canadian Tire, Carlingwood, Ottawa (16.089) - Engineering Check-in Meeting Boardroom 3 Nicholas Aleksich				Ryan DeCosimo SD Team Meeting Boardroom 3 Ryan DeCosimo	Rocky Leong Condo suite design Boardroom 3 Rocky Leong		
Boardroom 2		Kayla Furlone Loblaw Team Meeting Boardroom 2 Kayla Furlone		John Zonneveld CA Team Meeting Boardroom 2 John Zonneveld	Lester Agnew Fortinos Lawrence and Allen review Boardroom 2 Lester Agnew	Jessica Orlicky Newton Training for Brian and Abdallah Boardroom 2 Jessica Orlicky	Catherine Taylor Standards Meeting Boardroom 2 Catherine Taylor	Raza Mehdi Hugo - Weekly Check-In Boardroom 2 Raza Mehdi		Raza Mehdi Yie Ping Check-In Boardroom 2 Raza Mehdi		
Boardroom 4		Ryan DeCosimo SD Scheduling Boardroom 4 Ryan DeCosimo	Saji Darali DPD Leads Weekly Meeting Boardroom 4 Saji Darali	Eli: Mr Sel up bo for me Bo 4 Eli:	Saji Darali BIM Team Weekly Meeting Boardroom 4 Saji Darali	Anita Yu Check-in Boardroom 4 Anita Yu	Alina Goriup Culture Comm - Blurb Review Boardro 4 Alina Goriup	Florian Caffier Org chart meeting Boardro 4 Florian Caffier	Saji Darali DPD Team Weekly Meeting Boardroom 4 Saji Darali	Anita Yu sketching session Boardroom4 Anita Yu		



Internal Motivators Boardrooms



**TURNER
FLEISCHER**

Internal Motivators



Learning



Boardrooms



Collaboration



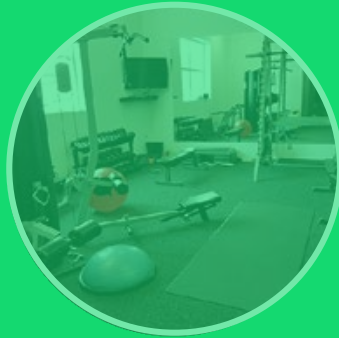
Client Experience



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Diversity



Creativity



Growth



Internal Motivators Collaboration





Internal Motivators

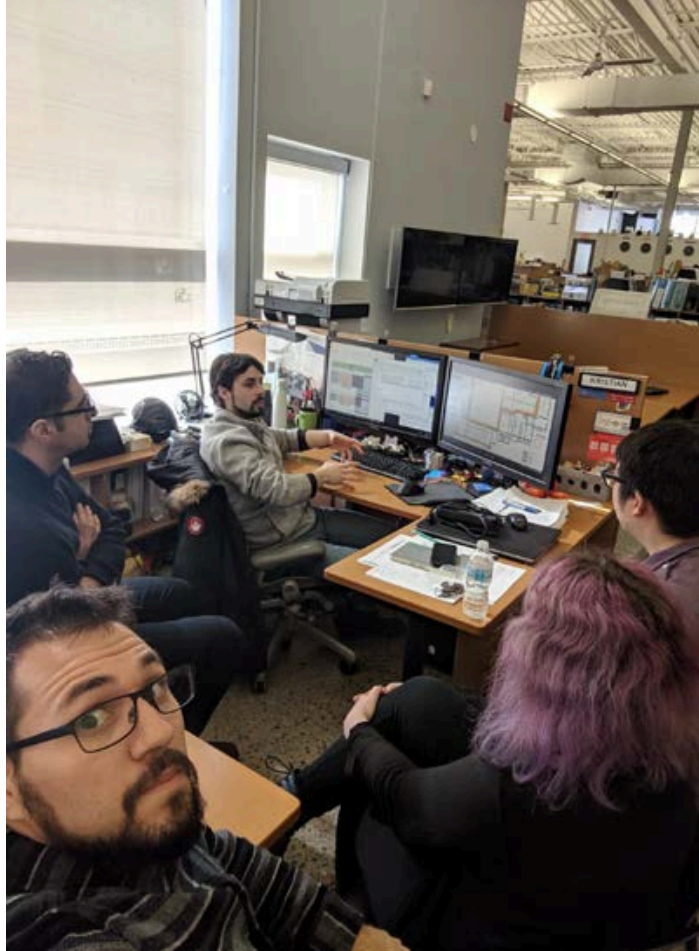
Collaboration

January 2003





Internal Motivators Collaboration



Internal Motivators



Learning



Boardrooms



Collaboration



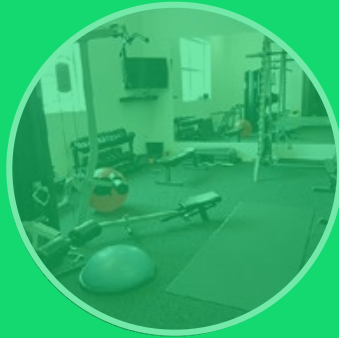
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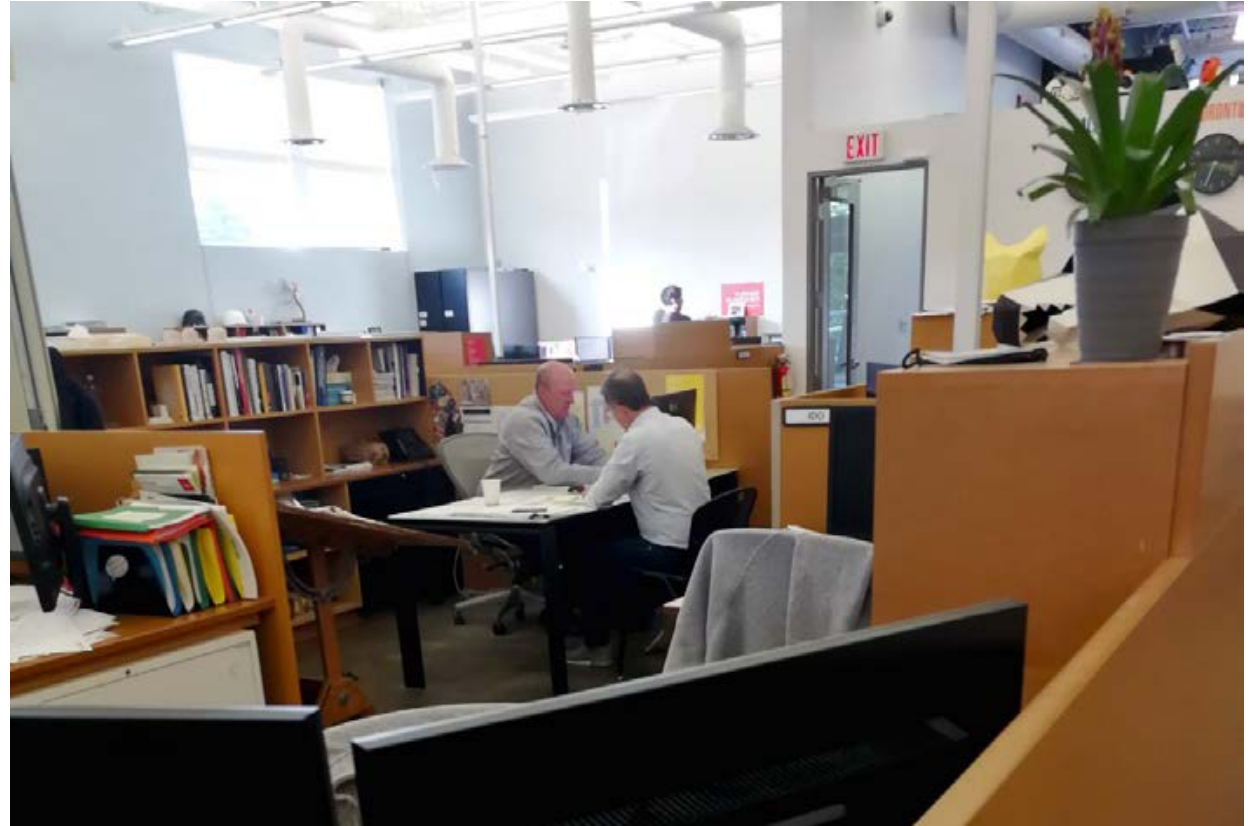


Growth



Internal Motivators

Client Experience



TURNER
FLEISCHER

Internal Motivators



Learning



Boardrooms



Collaboration



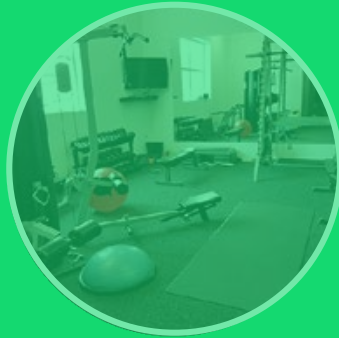
Client Experience



Kitchen



Technology



Wellness



Diversity



Creativity



Growth



Internal Motivators

Kitchen





Internal Motivators

Kitchen



And of course

Internal Motivators



Learning



Boardrooms



Collaboration



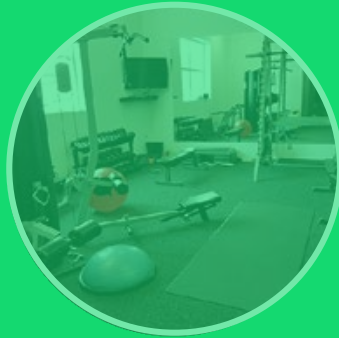
Client Experience



Kitchen



Technology



Wellness



Diversity



Creativity



Growth



Internal Motivators

Technology





Internal Motivators Technology





Internal Motivators Technology



Internal Motivators



Learning



Boardrooms



Collaboration



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Wellness



Diversity



Creativity



Growth



Internal Motivators

Wellness



Internal Motivators



Learning



Boardrooms



Collaboration



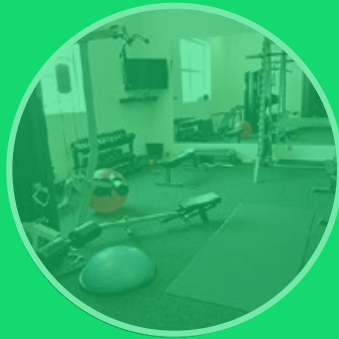
Client Experience



Kitchen



Technology



Wellness



Diversity



Creativity



Growth



Internal Motivators

Diversity





Internal Motivators

Diversity



TURNER
FLEISCHER

Internal Motivators



Learning



Boardrooms



Collaboration



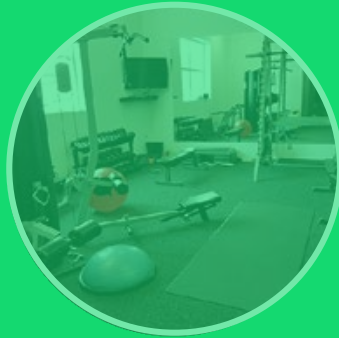
Client Experience



Kitchen



Technology



Wellness



Diversity



Creativity

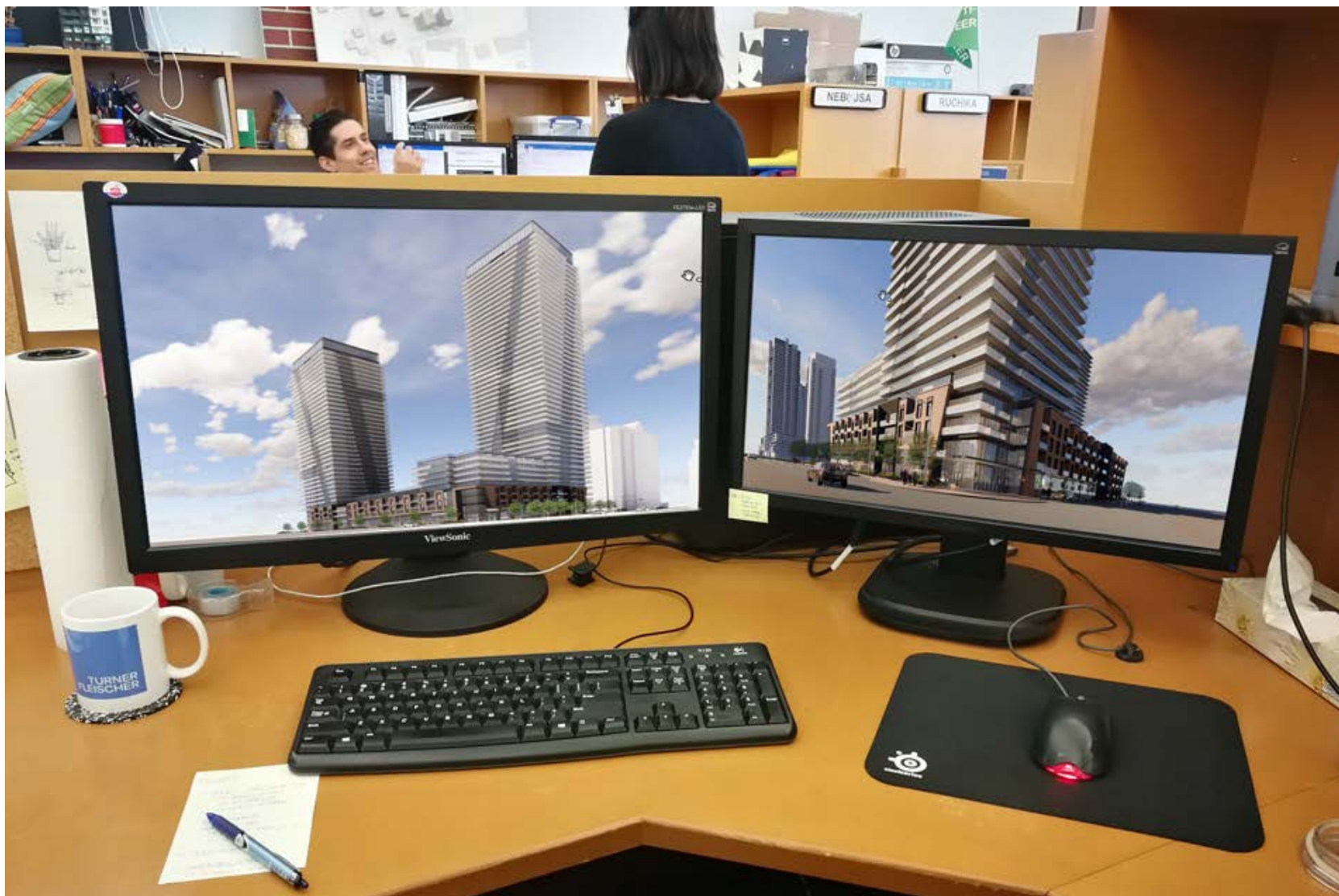


Growth



Internal Motivators

Creativity



TURNER
FLEISCHER



Internal Motivators

Creativity



Internal Motivators



Learning



Boardrooms



Collaboration



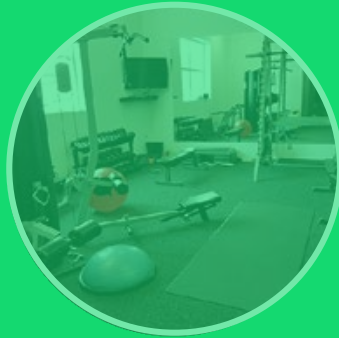
Client Experience



Kitchen



Technology



Wellness



Diversity



Creativity



Growth



Internal Motivators

Growth



TURNER
FLEISCHER



Internal Motivators

Growth



Number of Desks: 151

Number of Staff
in Toronto: 153

TURNER
FLEISCHER

We Chose Renovation.

TURNER
FLEISCHER

Case Studies

Zaha Hadid

Gensler



SANTIAGO CALATRAVA
ARCHITECTS & ENGINEERS



SNØHETTA

RPBW

MVRDV

Foster + Partners

Gehry Partners

BIG

FUKSAS

SOM

Zaha Hadid

Gensler



SANTIAGO CALATRAVA
ARCHITECTS & ENGINEERS



SNØHETTA

RPBW

MVRDV

Foster + Partners

Gehry Partners

BIG

FUKSAS

SOM

Case Studies

MVRDV



Case Studies

BIG



Case Studies

Foster+Partners



Case Studies

Snohetta



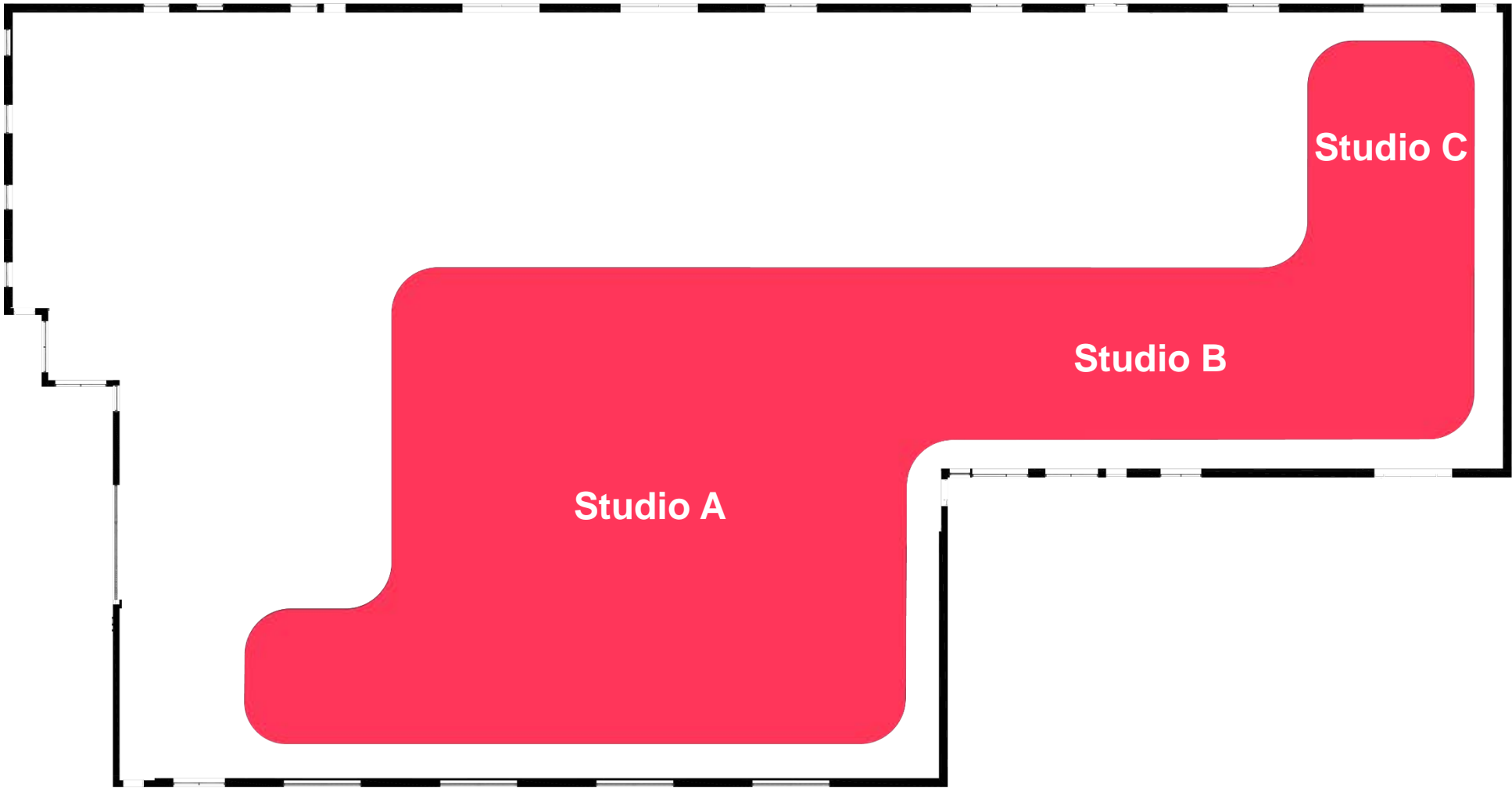
Case Studies

Renzo Piano

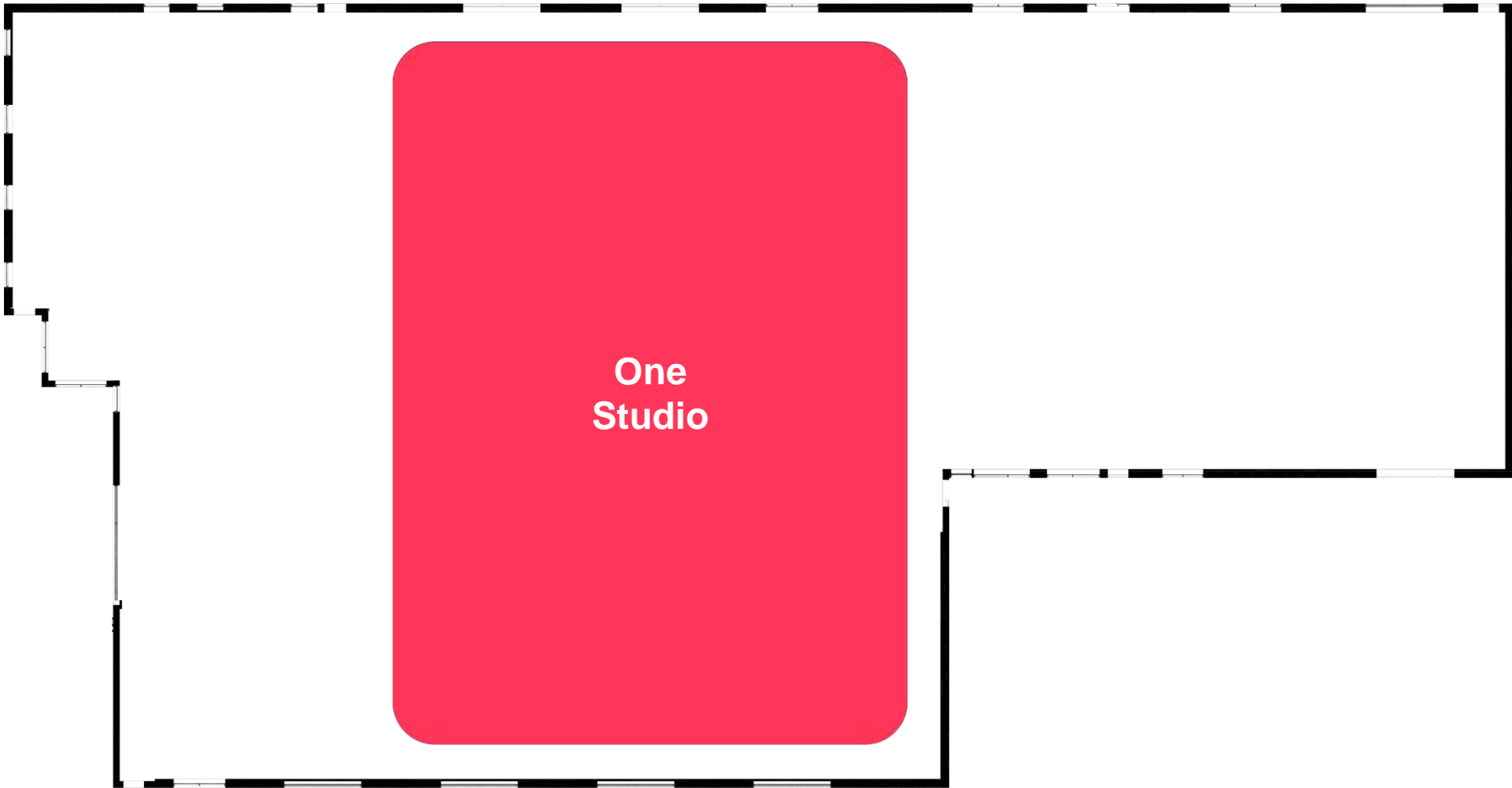


Planning

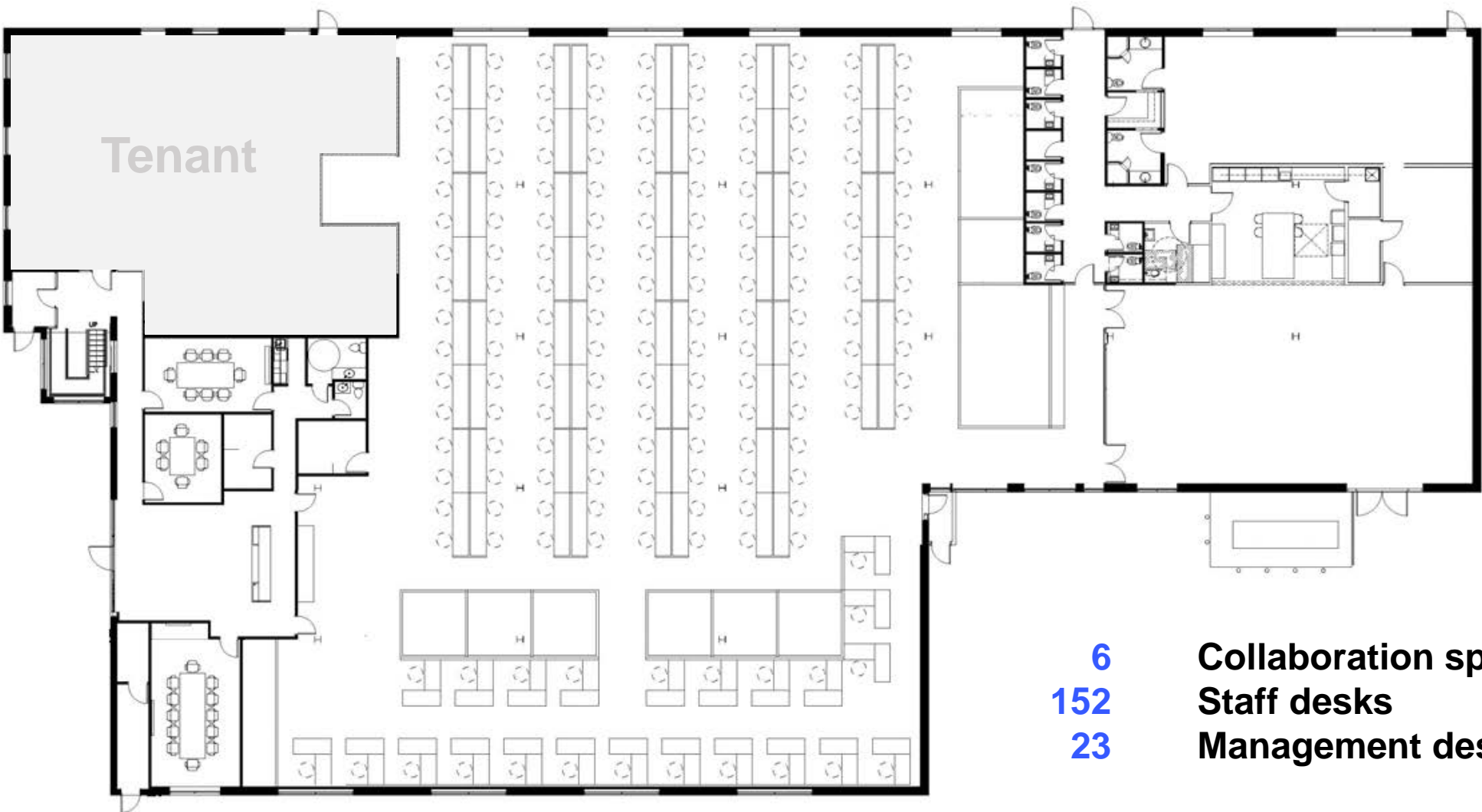
Planning – Studio space



Planning – Studio space

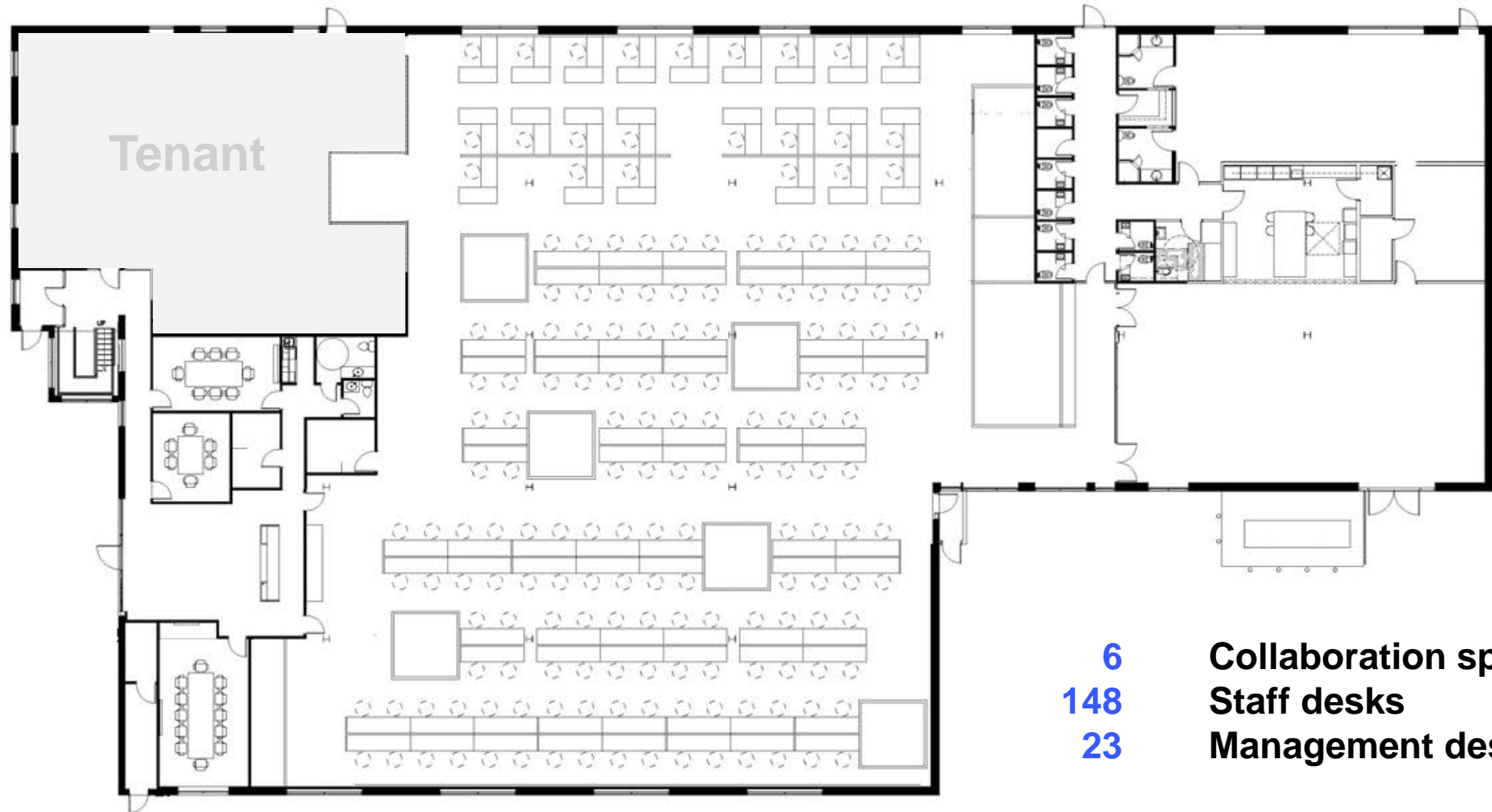


Planning – Option A1



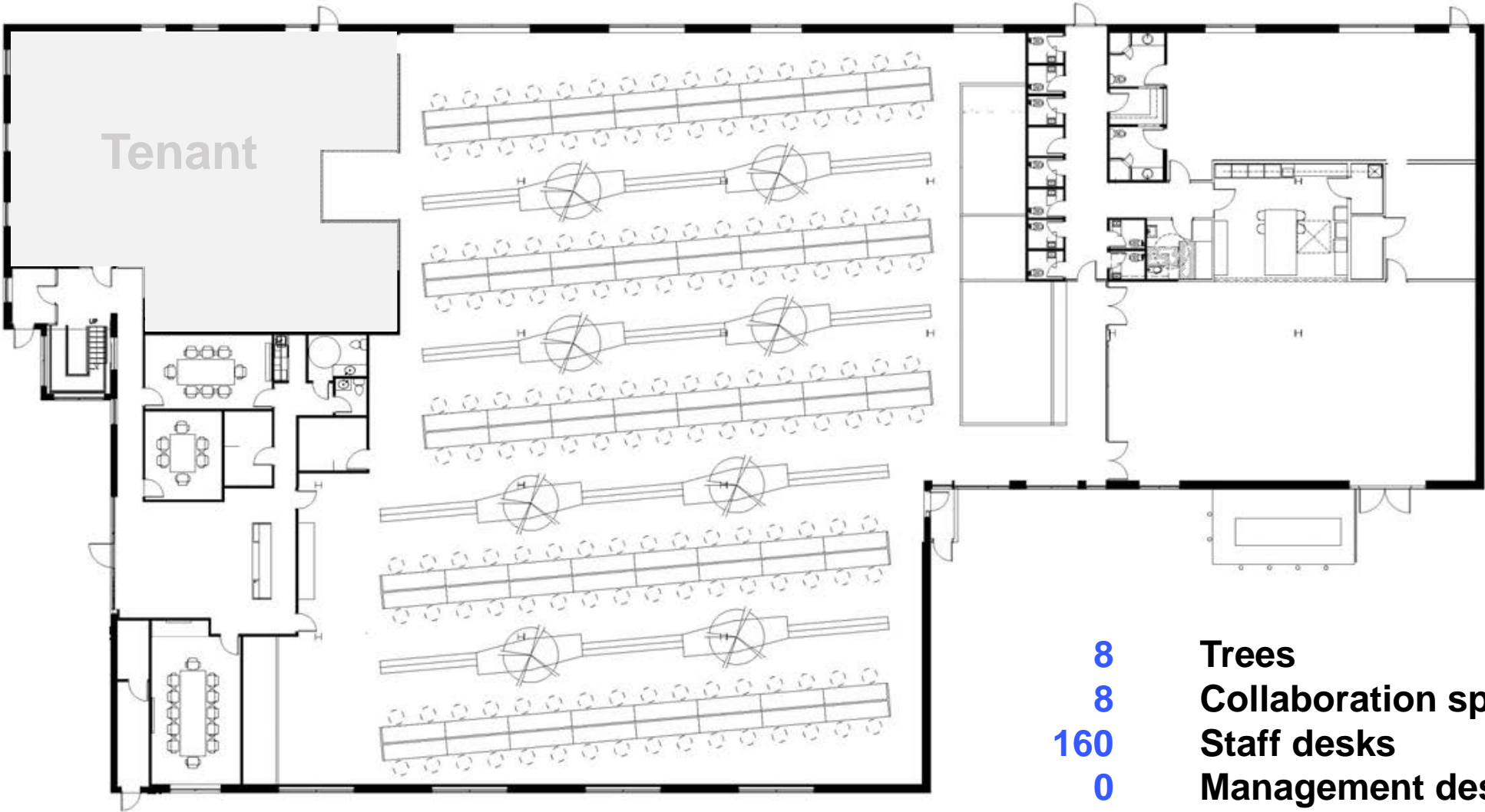
- 6 Collaboration spaces
- 152 Staff desks
- 23 Management desks

Planning – Option A2



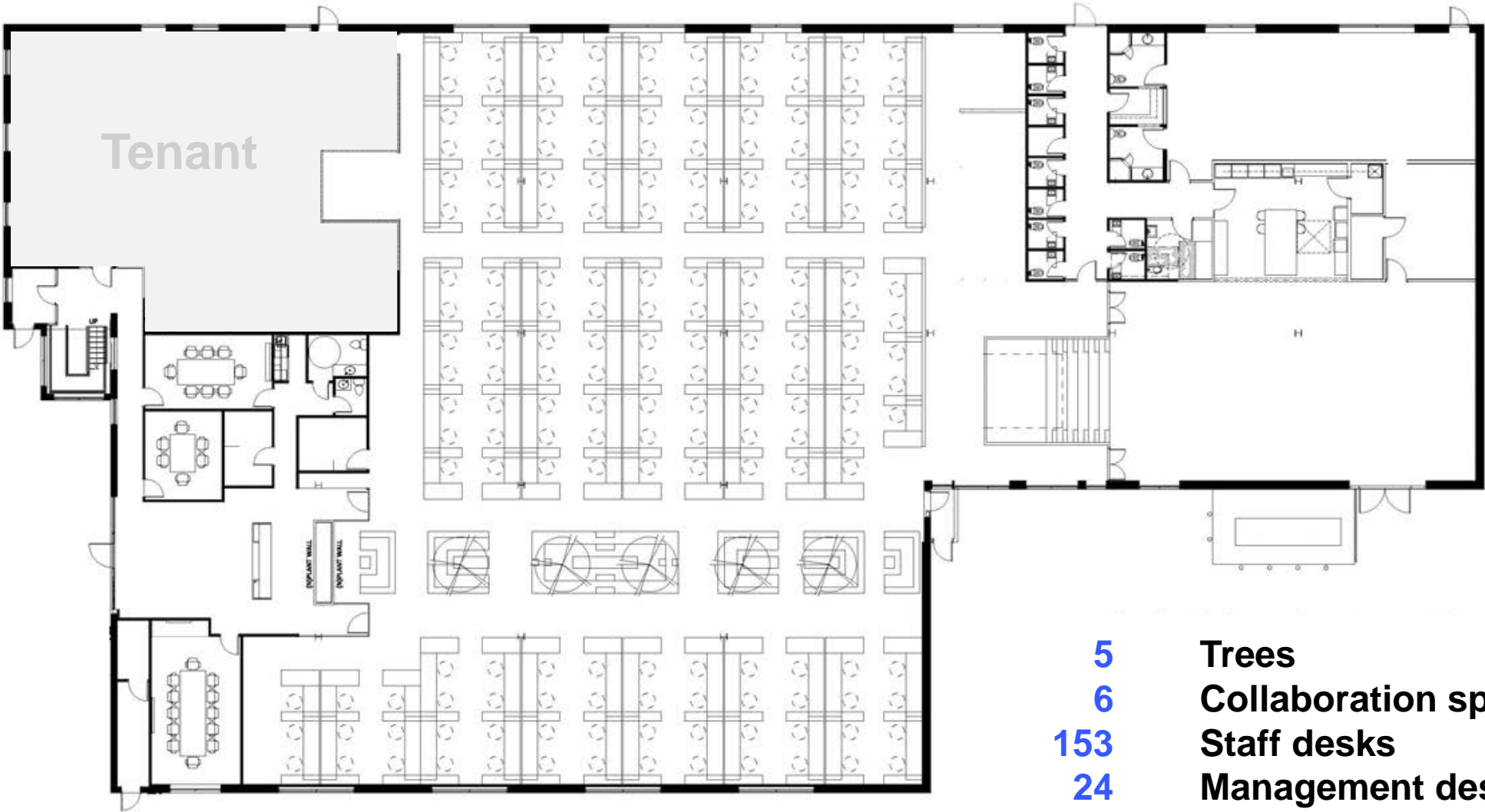
6 Collaboration spaces
148 Staff desks
23 Management desks

Planning – Option B3



- 8 Trees
- 8 Collaboration spaces
- 160 Staff desks
- 0 Management desks

Planning – Option B8

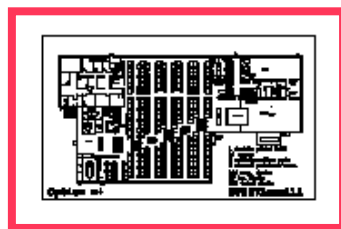
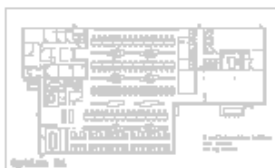
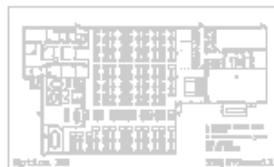
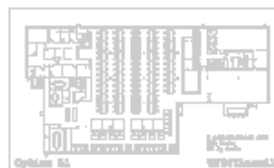
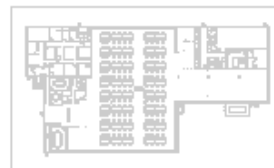
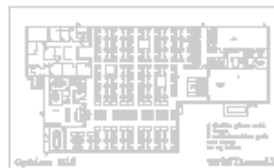
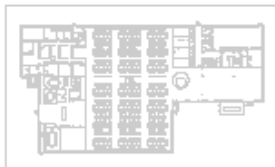


- 5 Trees
- 6 Collaboration spaces
- 153 Staff desks
- 24 Management desks

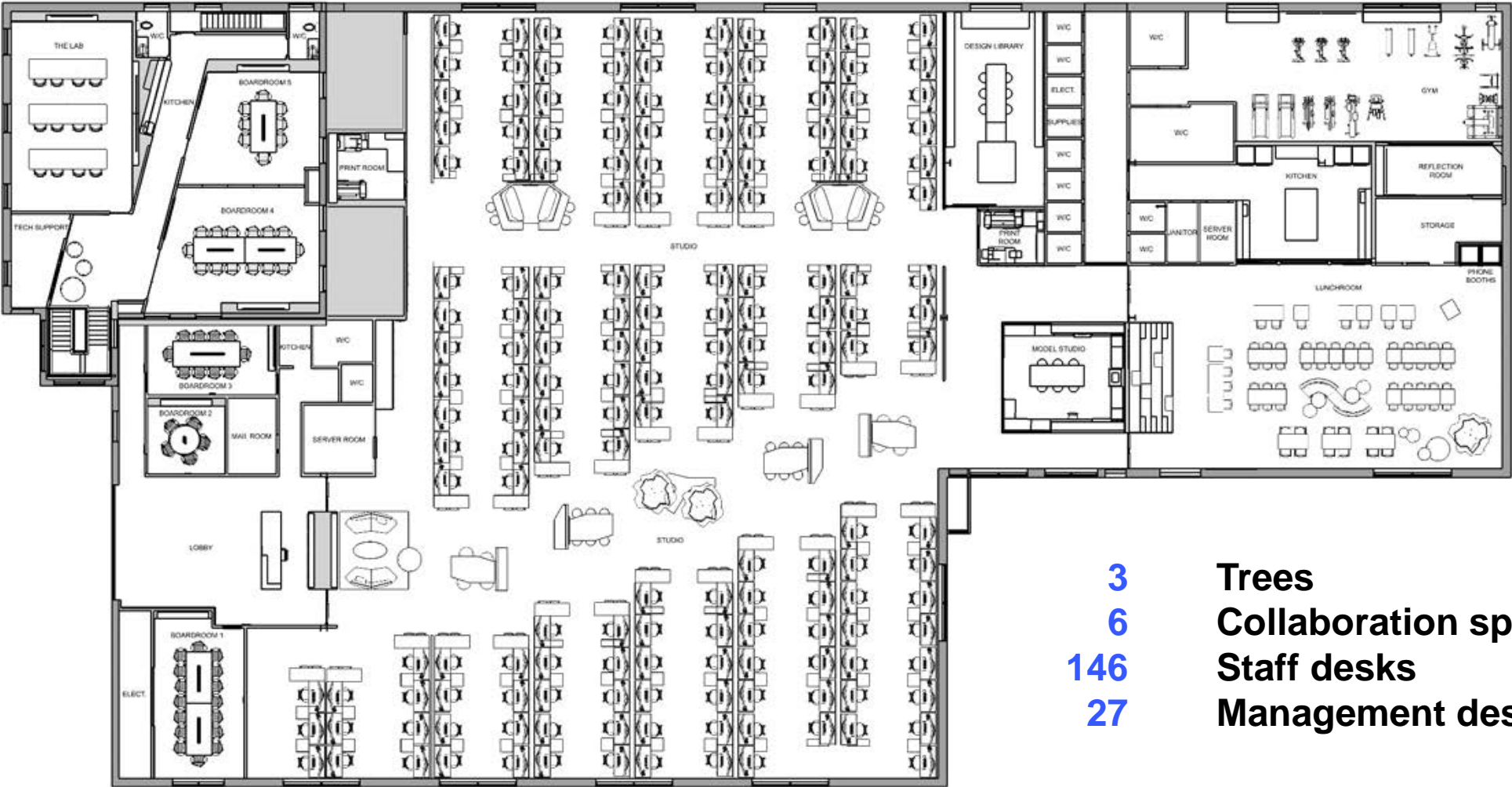
Planning – Option X++



- 12 Trees
- 5 Collaboration spaces
- 152 Staff desks
- 23 Management desks

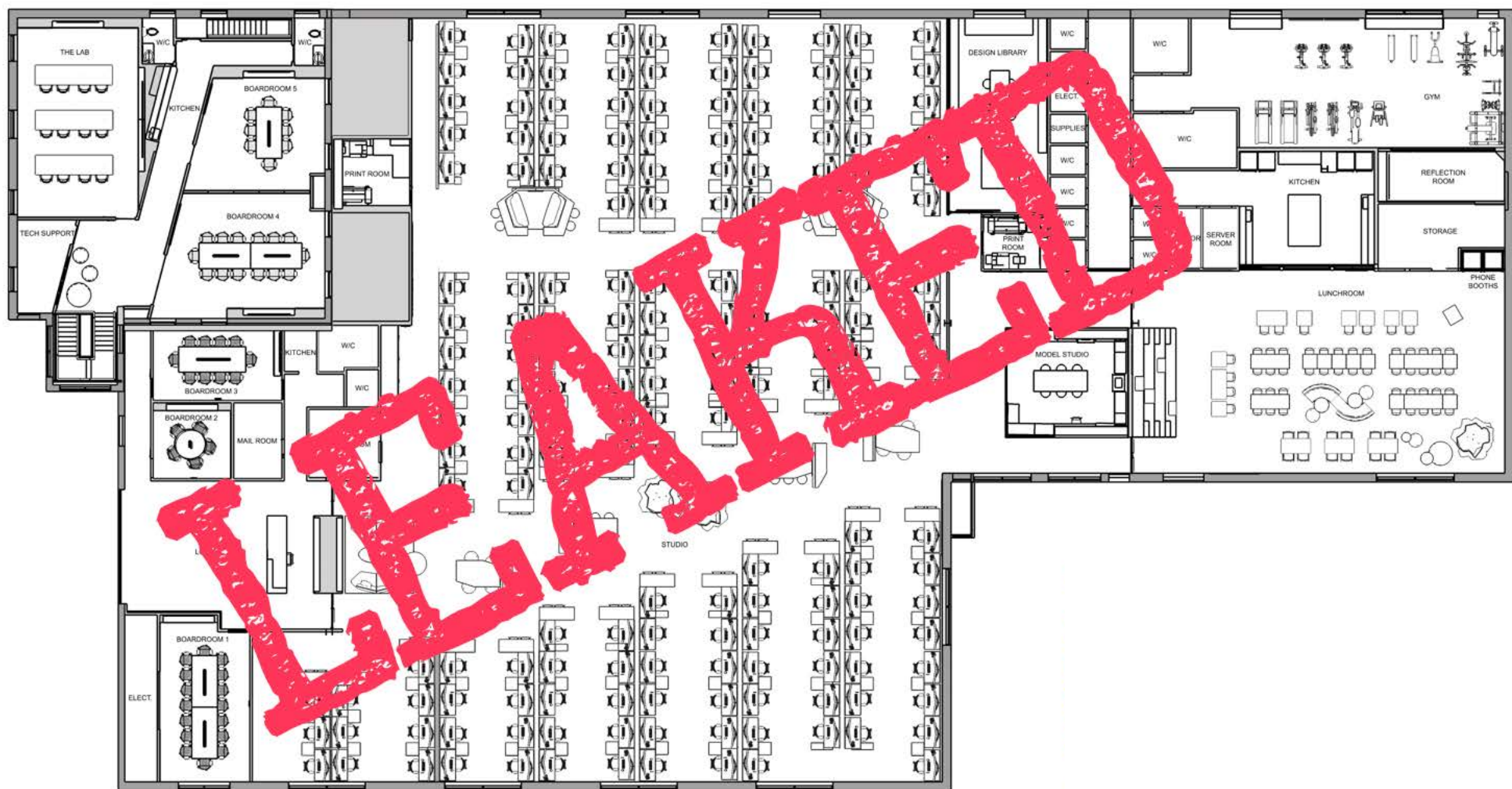


Planning – Final Plan



- 3 Trees
- 6 Collaboration spaces
- 146 Staff desks
- 27 Management desks

Planning – Final Plan






TURNER
FLEISCHER

Now what?


Emergency Town Hall



Staff Survey



Search



[Home](#) [People](#) [Practice](#) [Culture](#) [Learning](#) [Core Team](#)

Directories

Staff

Projects

Turner Fleischer

Turner Fleischer 2020

Our Compass

What to do in an Emergency

Newton's Laws

How to Access Newton

How to Access Newton on the Mobile App

How to Post

How to #Hashtag

How to @Mention

How to Manage Notifications

How to Edit Profiles

How to Search

How to Use Calendars

How to Use Directories

How to Use Mobile App


How to Provide Feedback

Join the Conversation

Newton

Newton Core Team

Why Newton?



Kayla Furlone

Jun 20



Office Reno. Survey!

As promised at the Town Hall, here is the survey for you to provide your feedback and comments on the **Office Renovation**.

We are looking forward to your responses as the final design depends on you!! :)
The survey is anonymous, so please be honest in your responses.

Billing your time:

Please bill **30 minutes** to Office-01 and use the labour code: **TF Survey**




Office Renovation

Take this survey powered by [surveymonkey.com...](#)

[www.surveymonkey.com](#)

Thank you for taking the time to complete this survey. We appreciate your thoughts and feelings.

WHAT'S HAPPENING:



TF COMMUNITY

Sandwich Making


Ve'ahavta

Monthly // 12pm // Lunchroom


Volunteer to help make sandwiches for Toronto's homeless for an organization called Ve'ahavta, which distributes the sandwiches. Look out for exact dates on Newton!

TURNER FLEISCHER

TUESDAY




22° 14°




24 km/h

WEDNESDAY




23° 15°




34 km/h

THURSDAY



22° 15°



22 km/h

theweather.net

[+info](#)

TURNER FLEISCHER

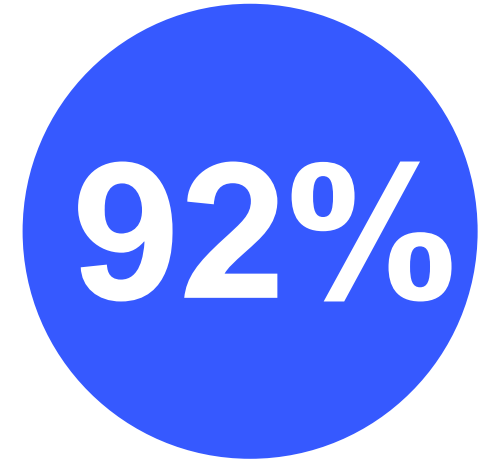
E

5 Themes:

- General Information
- Staff Comfort
- Amenities
- Collaborative Spaces
- Personal Workspace



Questions



Staff Participation

Staff Survey



Office Renovation

1. How many years have you been at TF?

- ☐ Less than 1 year
- ☐ 5-10 years
- ☐ 1-3 years
- ☐ 10+ years
- ☐ 3-5 years

2. What is your age?

- ☐ 18-24
- ☐ 45-54
- ☐ 25-34
- ☐ 55-64
- ☐ 35-44
- ☐ 65+

3. What mode of transportation do you take to get to work most frequently?

- ☐ Walk
- ☐ Car
- ☐ Bike
- ☐ Carpool
- ☐ Public transportation (TTC, GO Train)

4. If you drive, do you have an electric car?

- ☐ Yes
- ☐ No
- ☐ Not applicable

5. In the summer, how often do you bike to work?

- ☐ Everyday
- ☐ A few times a week
- ☐ A few times a month
- ☐ Never

6. How often do you eat lunch in the lunchroom? (Excluding Lunch & Learns)

- ☐ Every day
- ☐ A few times a month
- ☐ A few times a week
- ☐ Never
- ☐ About once a week

7. How often do you eat lunch at your desk?

- ☐ Every day
- ☐ A few times a month
- ☐ A few times a week
- ☐ Never
- ☐ About once a week

8. What types of activities do you/would you like to do on your lunch break?

9. What is most important to you to have in the lunchroom? (soft seating, games, etc.)

10. Do you feel there are enough microwaves in the kitchen?

- ☐ Yes
- ☐ No

11. Do you use the toaster oven?

- ☐ Yes
- ☐ No

12. Do you use the electric kettle?

- ☐ Yes
- ☐ No

13. How often do you use the vending machine?

- ☐ Always
- ☐ Rarely
- ☐ Usually
- ☐ Never
- ☐ Sometimes

14. What else would you like to see offered in the vending machines? (Optional)

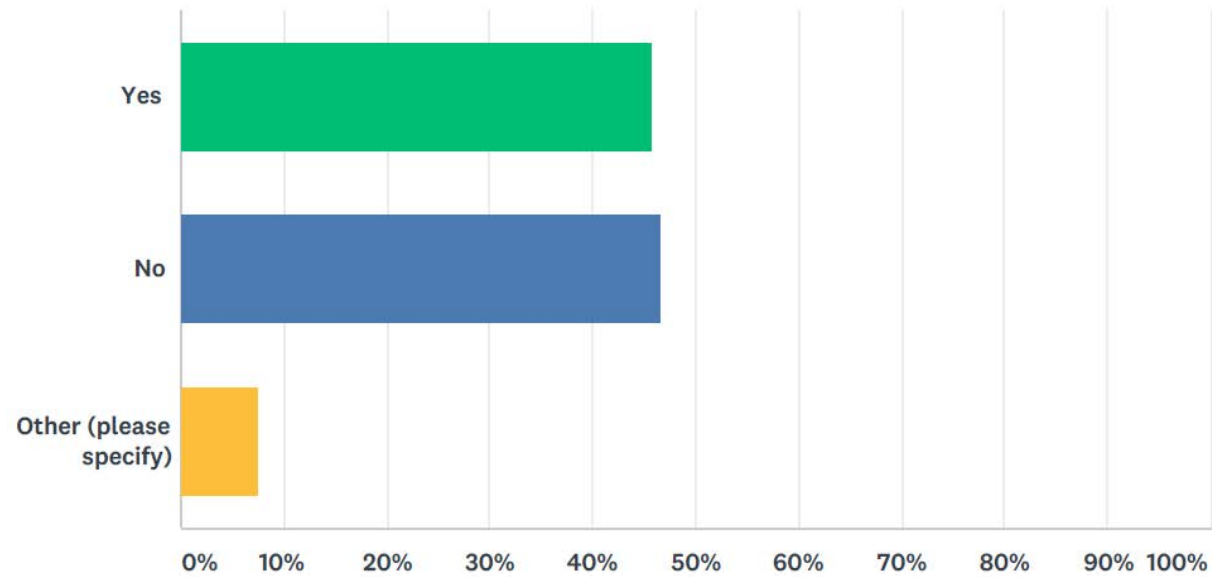
15. Do you feel there is enough space in the fridges for your lunch?

- ☐ Yes
- ☐ No



Staff Survey

Would you utilize a communal coat closet?



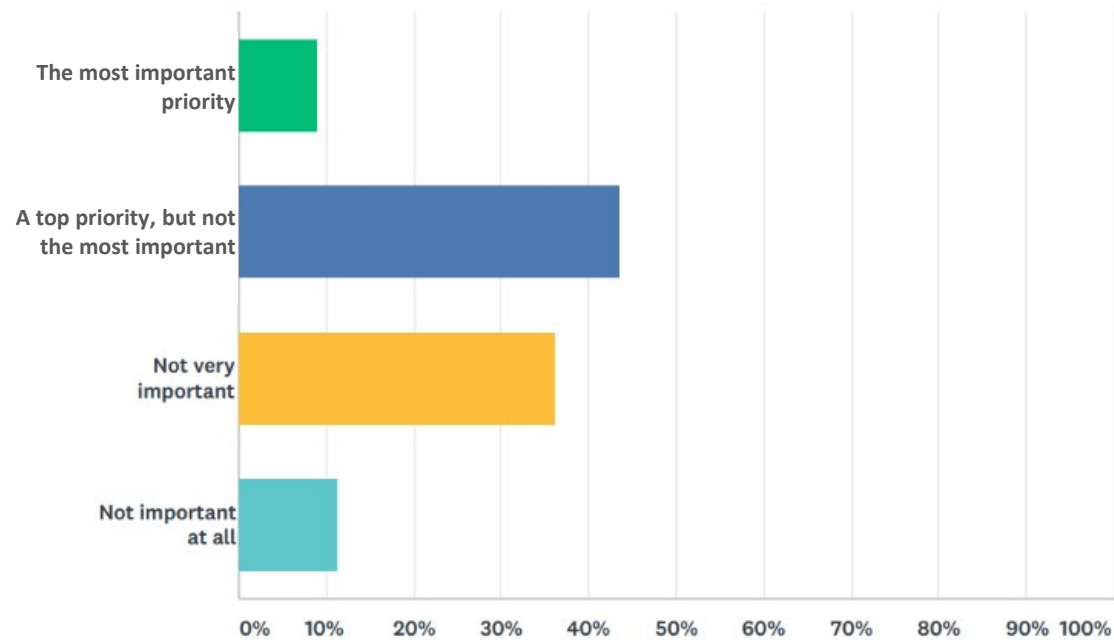
Staff Survey



**TURNER
FLEISCHER**

Staff Survey

How important is it for you to have a private space for phone calls?

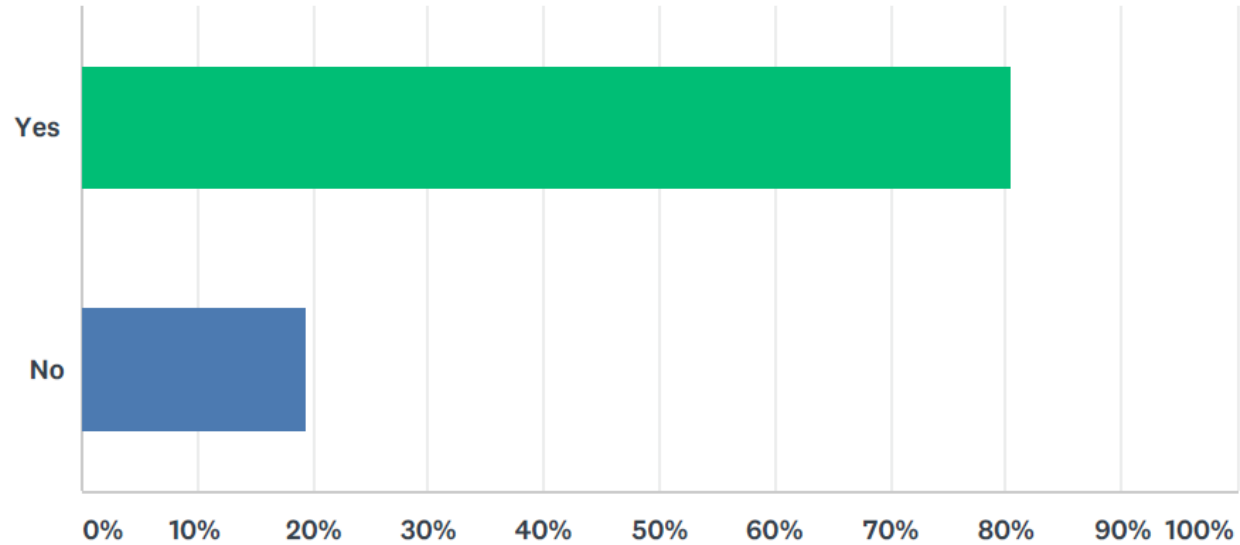


Staff Survey



Staff Survey

Would you utilize a height adjustable desk?

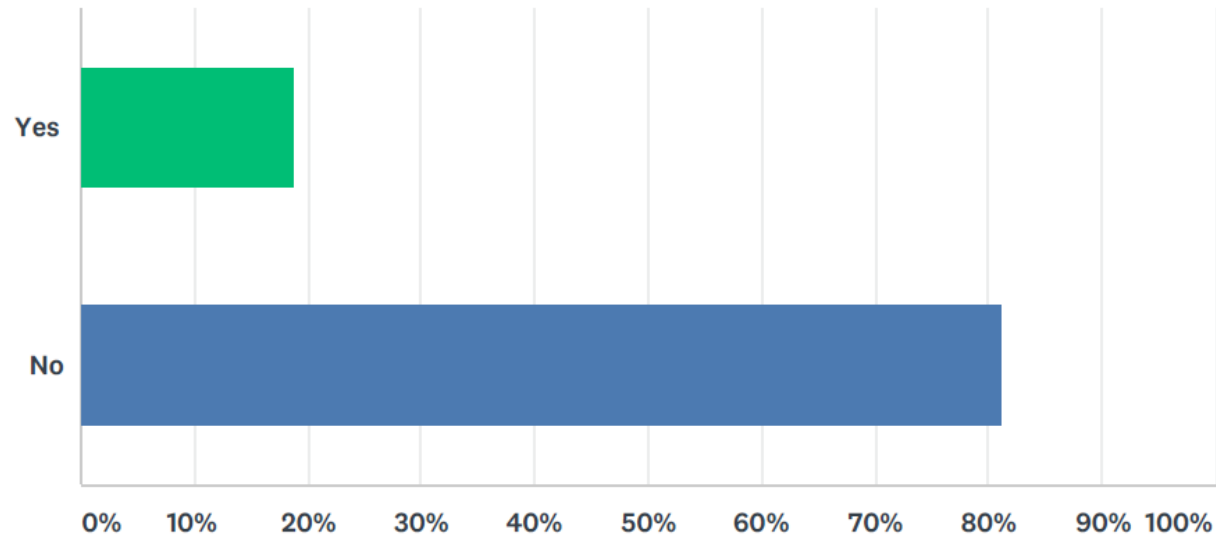


Staff Survey



Staff Survey

Do you feel there is enough space in the fridges for your lunch?



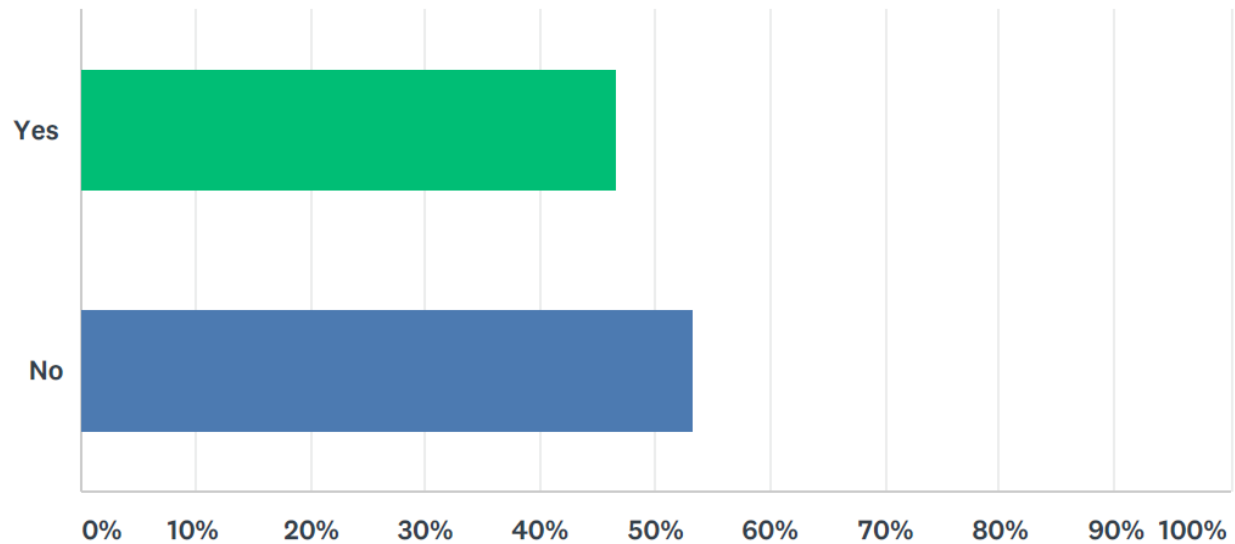
Staff Survey



**TURNER
FLEISCHER**

Staff Survey

Does glare affect your ability to work effectively?



Staff Survey

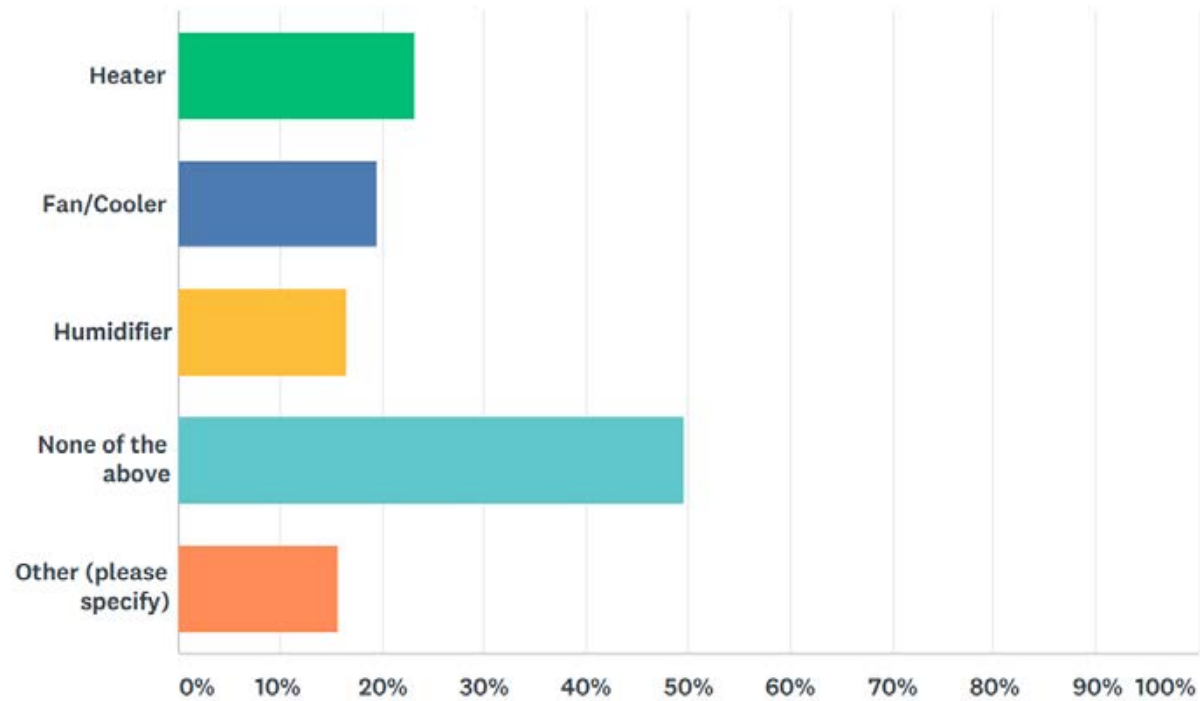


Staff Survey



Staff Survey

Do you currently use any of the following personal equipment to improve thermal comfort?



Staff Survey



Living Building Challenge



Aimen

Intermediate Designer
Residential+Mixed-use
1 year at TF



Kayla

Administration
Commercial+Industrial
1 year at TF



Kelsey

Job Captain
Interiors
3 years at TF



Nadia

Designer
Commercial+Industrial
1 year at TF



Kylie

Administration
Finance+Administration
2 months at TF



Ellen

Principal, CEO, CFO



Michele

Design Director

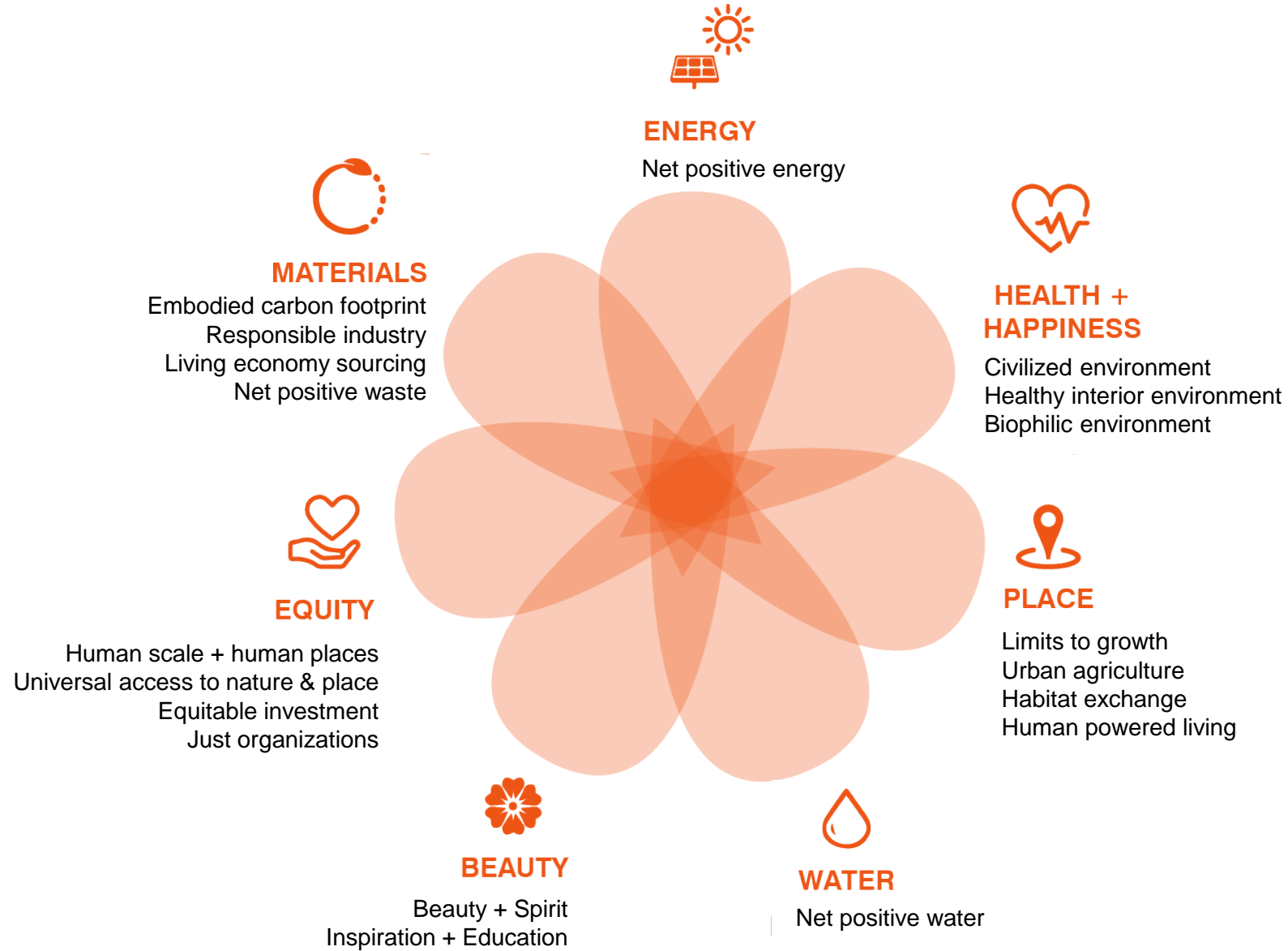


LIVING
BUILDING
CHALLENGESM



























"The Living Building Challenge is the most rigorous benchmark of sustainability in the built environment. It is the gold standard against which all others are measured."

TURNER
FLEISCHER



The Living Building Challenge is composed of 20 Imperatives grouped into seven petals. Some Imperatives are not required for all Typologies.

		TYPOLOGY			
PETAL	IMPERATIVE	New Building	Existing Building	Interior	Landscape + Infrastructure
PLACE	 01 Ecology of Place				
	 02 Urban Agriculture				
	03 Habitat Exchange				
	  04 Human Scaled Living				
WATER	  05 Responsible Water Use 				
	 06 Net Positive Water 				
ENERGY	  07 Energy + Carbon Reduction				
	 08 Net Positive Energy				
HEALTH + HAPPINESS	 09 Healthy Interior Environment				
	10 Healthy Interior Performance				
	11 Access to Nature				
MATERIALS	 12 Responsible Materials				
	13 Red List				
	14 Responsible Sourcing				
	15 Living Economy Sourcing				
	16 Net Positive Waste				
EQUITY	 17 Universal Access				
	 18 Inclusion				
BEAUTY	 19 Beauty + Biophilia				
	 20 Education + Inspiration				

 CORE IMPERATIVE
 SCALE JUMPING ALLOWED
 HANDPRINTING IMPERATIVE
 IMPERATIVE REQUIRED FOR TYPOLOGY
 REQUIREMENT DEPENDENT ON SCOPE
 NOT REQUIRED FOR TYPOLOGY



Holistic Studio Challenge

TF Improvement Program

Holistic Building

The Viable Studio

Breathing Building Challenge

Whole Studio

Vitalize Challenge

Sustainable

Building Breathe

VIABILITY

Best Gen

Vibrant

Best Building Challenge

Reinvigorate

Holistic Building Challenge

Invigorate Challenge

TURNER
FLEISCHER

• ~~Manufacturing +~~ Materials

• ~~Innovation + Development +~~ Equality

• Health ~~+ Wellness~~

• Operations ~~+ Maintenance~~

- Materials
- Equality
- Health
- Operations

“If we want to help change the world, what better place to start with, than at HOME.”

-Nadia Pasqua

Health

Operations

Materials

Equality

PROJECT 
HOME



Health

Shaping a mindful workplace centered on well-being.

Key Objectives:

- Purify & improve air quality
- Improve workstation ergonomics
- Increase daylight & improve quality of artificial light
- Provide amenities & increase social capital
- Promote healthy consumption habits

Health

Operations

Materials

Equality

PROJECT 
HOME



Operations

Forming best practices to minimize our ecological footprint.

Key Objectives:

- Reduce harsh chemicals & greenhouse gases
- Improve facilities management
- Implement digital sample library
- Reduce waste & consumption
- Implement sustainable landscape design & maintenance plan

Health

Operations

Materials

Equality

PROJECT 
HOME



Materials

Minimizing harmful pollutants in material selection.

Key Objectives:

- Avoid red-listed materials
- Reduce Volatile Organic Compounds (VOCs)
- Use certified green materials
- Source materials from within 5000 km
- Choose materials with a sustainable/circular lifecycle

Health

Operations

Materials

Equality

PROJECT 
HOME



Equality

Fostering a culture that is free of all forms of discrimination.

Key Objectives:

- Educate & advocate
- Celebrate women & diversity
- Promote community initiatives
- Conduct employee experience surveys
- Acquire JUST certification

Health

Operations

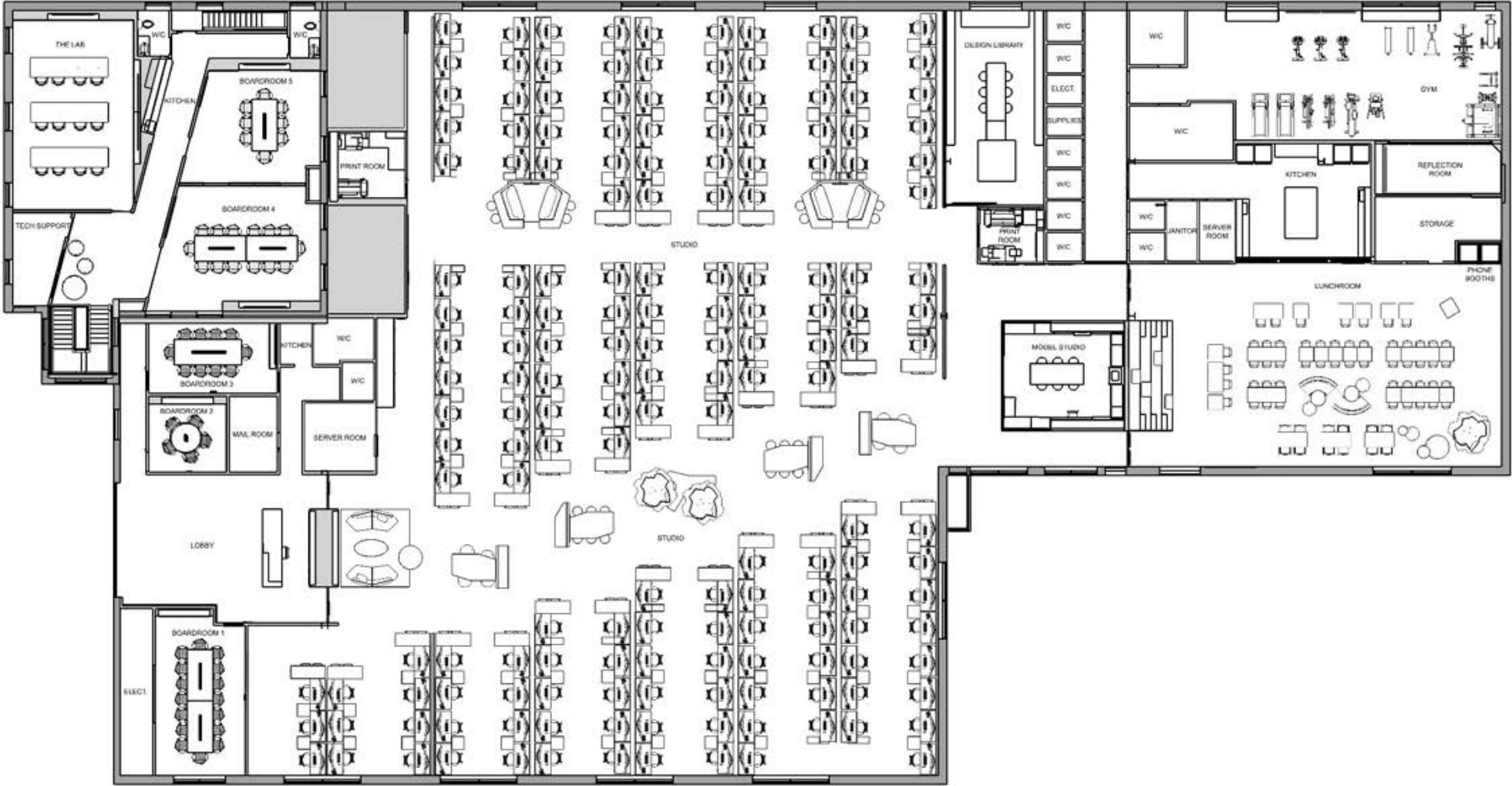
Materials

Equality

PROJECT 
HOME

Phase 1 – Complete

Phase 1 – Complete



Phase 1 – Complete







Speakers

Microphones

Conferencing and Remote
Training Camera

Writeable walls

86" SmartBoard

Dedicated Training Laptops

Connected
Tables

VR PC
Audio Server & Amp
Wireless
Collaboration Device

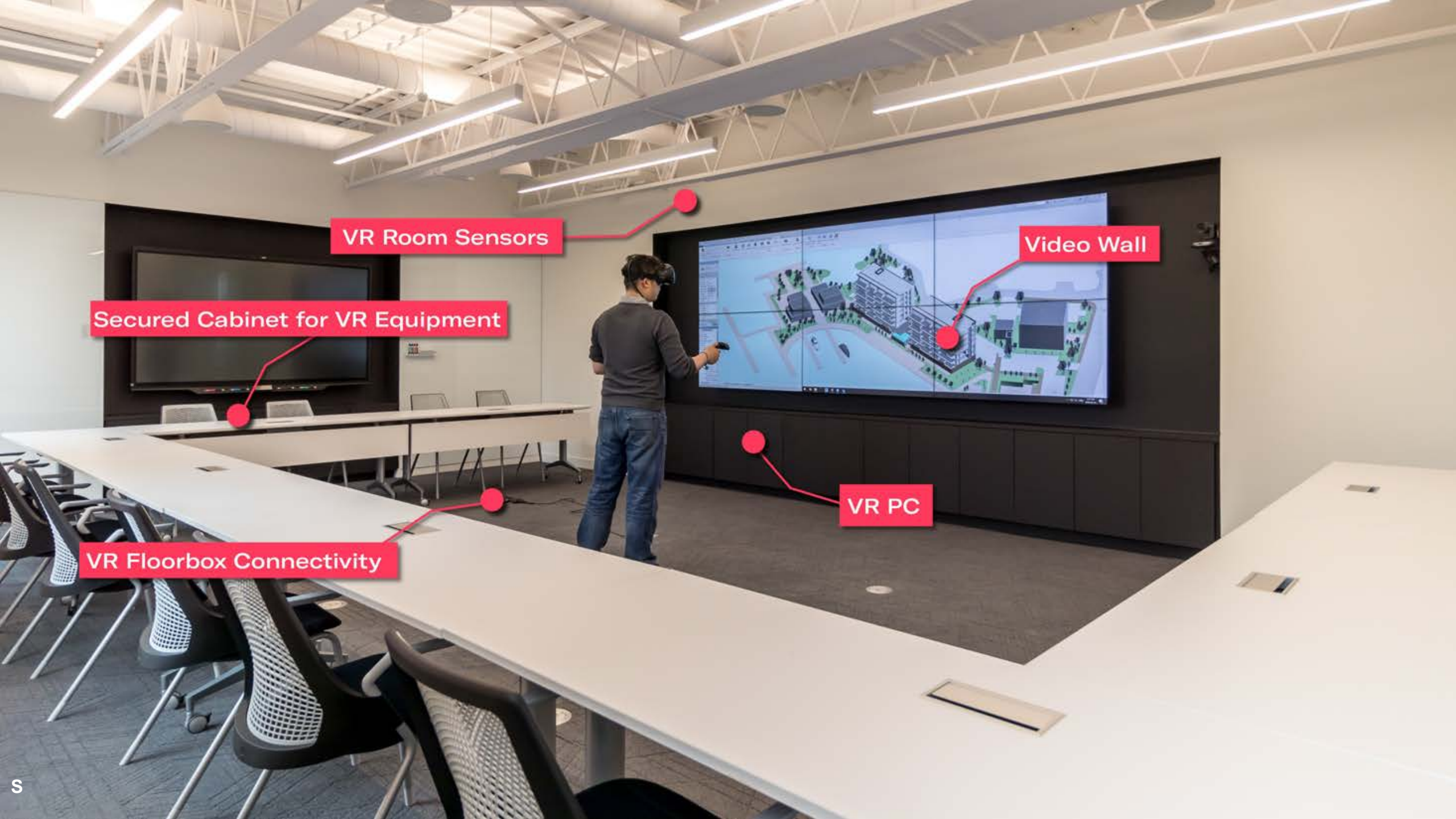
Video Wall

Intelligent Room
Schedule Screen
(outside)

Secure Access

Crestron:
• Room Control
System
• Presentation
Layout
• Audio
Conference

Floorbox Connectivity



VR Room Sensors

Secured Cabinet for VR Equipment

Video Wall

VR PC

VR Floorbox Connectivity

The Lab

External Training



The Lab

TF Academy



TURNER
FLEISCHER

The Lab

Client Coordination



TURNER
FLEISCHER

The Lab

Client Coordination



Meeting Space

Boardroom 4



Meeting Space

Boardroom 5



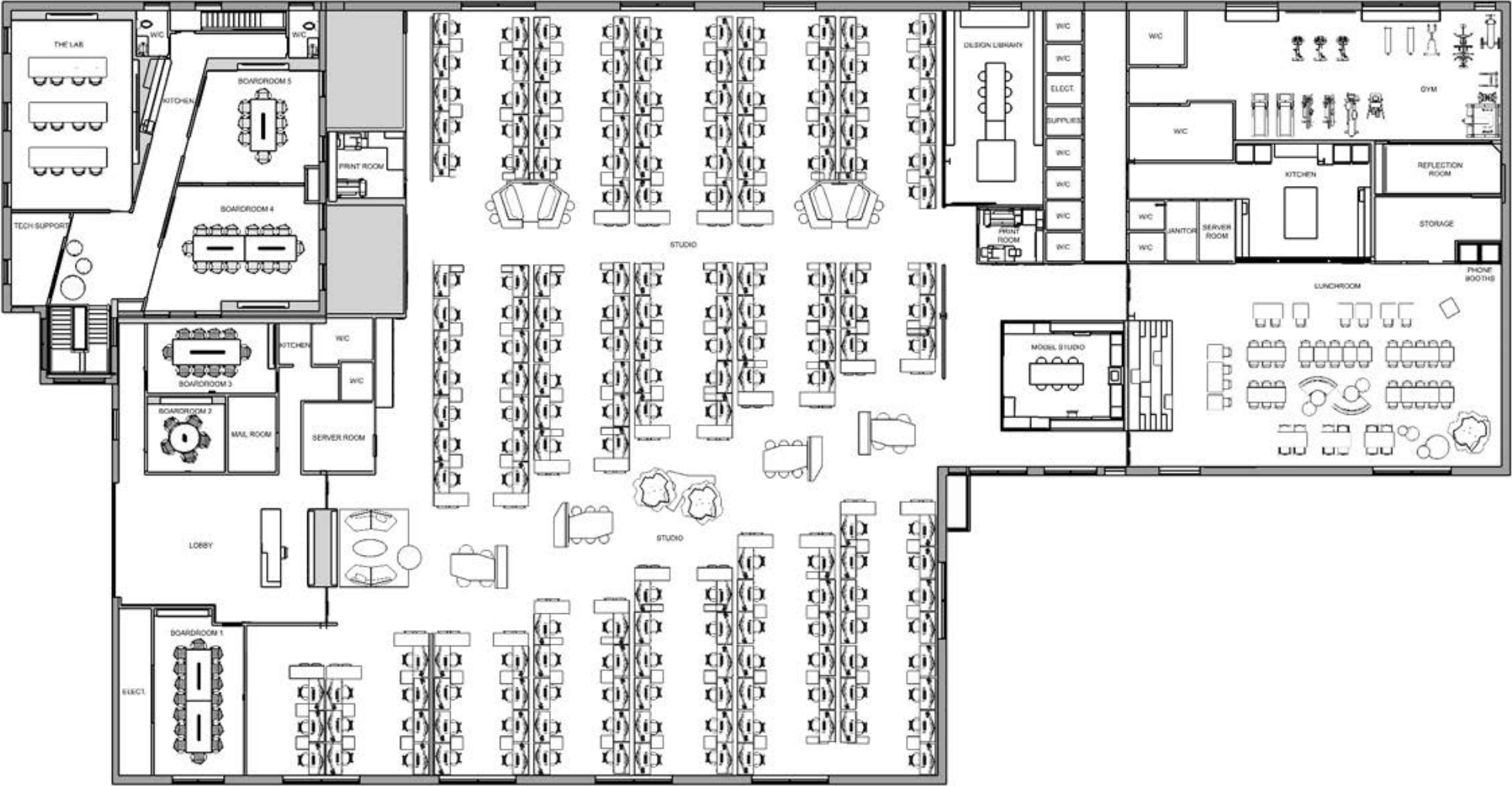
Meeting Space

Extended Boardroom 4+5



Phase 1.5 to 2 – In Progress

Phase 1.5 to 2 – In Progress



Phase 1.5 to 2 – In Progress



**TURNER
FLEISCHER**

So... How do you build a space for progress and transform your studio to meet industry realities?

Take a deep, honest dive into
how your studio functions and
what is and isn't working.

Evaluate both the internal and external motivators for change before you make the decision to renovate or move.

Consider the unique values
of the demographic groups
within your firm.

In the end, it's all about
connecting...

People

People, Process

People, Process and Technology

A blue-tinted photograph of an audience clapping. The image is monochromatic, with various shades of blue. In the foreground, a person's hands are visible, clapping. Behind them, other audience members are also clapping, though they are slightly out of focus. The overall mood is one of appreciation and celebration.

**TURNER
FLEISCHER**

Thank you