



TRO Jung|Brannen

AIA Diversity Recognition Program

P e r f o r m a n c e D e s i g n .TM

INTRODUCTION

TRO Jung|Brannen has a firm-wide focus on creating a diverse practice that is supportive of community involvement. Through our 310 professionals world-wide, TRO Jung|Brannen celebrates and encourages a diverse work environment. Today there are over 52 minority and 108 women employees at the firm, and these employees contribute greatly to the excellence of our portfolio. Based in Boston, the firm maintains regional offices in Birmingham, AL; Hartford, CT; Sarasota, FL; and Memphis, TN; as well as international offices in Beijing, China and Dubai, United Arab Emirates.

TRO Jung|Brannen has a workplace culture that encourages employee participation in community service activities related to architecture. Employees utilize their time, skills, passion for the industry to give back to the community. The community benefits from the increased competence, versatility, and production of employees fully exposed to the complexities of professional practice today.

Lessons Learned:

- Provide opportunities for minorities and women to showcase their work and gain recognition.
- Provide a flexible work environment that allows employees to participate in extra curricular activities that reward their community.
- Encourage employees to utilize their design and management skills to enhance and improve the lives of others.
- Facilitate opportunities that allow employees to find a healthy balance between work and family life.
- Host events and programs that motivate employees, visiting students, children, and those in need of support and guidance.
- Help those less fortunate with a firm-wide commitment to organize and encourage participation in community events, fundraisers, and activities.

PRO BONO WORK

Victory Programs Inc.

Victory Programs Inc. is a Boston-based multi-service agency providing individualized treatment programs to people recovering from alcoholism and drug addiction, particularly those with psychological and medical problems including AIDS and HIV disease. Robin Shirley-Granville, Interior Designer at TRO Jung|Brannen in Boston, has been recently been acknowledged by the Victory Programs for her volunteer support in the community.

This special and annual recognition is called the Manny Jefferson Gratitude Award named after a noble client graduate and former employee of the organization who passed away 10 years ago. Ms. Shirley-Granville's efforts have been described as "incredible and near Herculean" for her architectural support to design Joelyn's Family Home.

<http://www.vpi.org>

"They say you can only have that one dream job in a lifetime. Working with Victory Programs, Greater Boston Legal Services and East End House has been the most satisfying and educational experience. TRO Jung|Brannen's continual support of non-profits throughout New England has afforded me a rare opportunity to forge deep friendships and support to those who need it most. I look forward to next year."

— Robin Shirley-Granville

Forward in Health - Haiti

Through Forward In Health, a group of clinicians from Gardner, Massachusetts visit Haiti twice a year to run a temporary clinic in Les Cayes. The goal is to build a permanent clinic. Paul Fallon, Senior Associate at TRO Jung|Brannen in Boston, has helped develop a plan that meets their operational needs within the narrow constraints of Haitian construction practice. They have already obtained a site, built their perimeter wall, hired a local contractor and continue to raise money to finish the project.



Robin Shirley-Granville
Interior Design



Paul Fallon
Architecture

PROMOTION OF FLEX-TIME OR
PART-TIME WORK AND FAMILY MEDICAL LEAVE

Flex-Time

Out of 310 employees worldwide, 22 employees (approximately 8% of our workforce) work part-time. Various reasons for working part-time revolving around family issues – raise family, take care of elderly parents or aging spouse or as a step closer for their own retirement. In addition to those part-time employees are a multitude of employees that work remotely using a variety of different technological tools to connect to the office.

- We have promoted flex-time for many years. Our core office hours are 8:30am to 5:30pm. Employees are free to swing their hours for an earlier start time or a later leave time.
- Summer hours - During the summer month employees have the option of working one hour more Monday through Thursday be able to leave at noon on Friday, as schedule and client needs permit.

Family Medical Leave

TRO Jung|Brannen adheres to the Family and Medical Leave Act, which provides up to twelve weeks of unpaid absence in any calendar year. The Family Medical Leave ("FMLA") policy is integrated and included with Sick Leave, Vacation, Short Term Disability, or other paid leave policies.

Family and Medical Leave is considered if the employee is unable to work due to the birth of a child or placement of a child with the employee for adoption or foster care.

We also consider requests for time off associated with pregnancy and/or childbirth, such as bonding and child care, not related to medical disabilities. Requests such as these will be considered in the same manner as other requests for unpaid family or personal leave.

EDUCATIONAL OUTREACH PROGRAMS

Groundhog Job Shadow Day

Groundhog Job Shadow Day allows students from the Boston inner city schools to visit a worksite and shadow an employee for several hours, observing and assisting them with their work. This structured worksite experience provides students with a preview of the world of work and the range of career opportunities available to them. Job shadowing is integral to making the connection between school and work.

Robin Shirley-Granville and Melisa Marcotte hosted two students from Boston Latin High School for Groundhog Job Shadow Day. The students were exposed to a day-in-the-life of Interior Designers. They gained invaluable first-hand knowledge of what is required to succeed in this industry.

Goal and Objectives:

- Help students gain awareness of the variety of skills needed for certain jobs.
- Identify possible career interests.
- Observe daily work activities
- Understand the relevance of school to work and careers.
- Apply and develop the skill of interacting with adults.



*Robin Shirley-Granville
Interior Design*



*Melissa Marcotte
Interior Design*

ACTIVE SUPPORT TO MINORITIES AND WOMEN IN THE PROFESSION

National Organization of Minority Architects

Gerard Georges, Associate/Project Coordinator at TRO Jung|Brannen in Boston, is a member of National Organization of Minority Architects (NOMA). Mr. Georges hosts meetings at TRO Jung|Brannen twice a year for all NOMA members and interested Designers and Architects in the area. The meetings expose minority groups to our projects. Meetings also focus on topics for professional development in a relaxed and open atmosphere.

www.noma.net



*Gerard Georges
Architecture*

'Women in Design' Exhibit at BuildBoston

The 'Women In Design' Exhibit at BuildBoston on November 18-20 2008 provides an opportunity for female staff to showcase their work and promote the firm's design excellence. Within the conference theme of "Women Power," the Women in Design Exhibit focuses on the power of design in creating resolutions and making a difference in the world in which we live.

TRO Jung|Brannen encouraged all women in the firm to enter an exhibit board representing projects in which they had an active role as designer, planner, engineer, project manager, researcher, artist, or student.



*Stacey Yeragotelis
Project Manager*

*Kim Cochrane
Architecture*

WORKPLACE ENCOURAGES COMMUNITY SERVICE

CANSTRUCTION

Our Memphis office offered their time to support a local Food Bank. TRO Jung|Brannen employees helped the Memphis Food Bank celebrate its 25th anniversary by CANSTRUCTING, creating a giant can of food and can opener sculpture for their anniversary gala on Friday, October 27th at the Grand Casino in Tunica, Mississippi. The sculptures together were comprised of more than 11,000 cans of food. The can stood over ten feet tall and six feet wide and took nearly nine hours to build.

"I am proud to work for a firm with such a strong commitment to community service. I really appreciate that TRO Jung|Brannen goes beyond the 'write the check' approach to community service. Last year we had twenty people involved over a period of two months in the planning, design, and construction of our sculpture for CANSTRUCTION. Knowing that TRO Jung|Brannen recognizes the value of community outreach and actively supports participation makes me proud to be associated with both my co-workers and my firm."

— Tarica Harris



CANSTRUCTION



CANSTRUCTION

Architecture for Humanity Run/Walk

TRO Jung|Brannen's Boston office participates in 2nd Annual Architecture for Humanity Run/Walk. This year, fifteen employees participated in the Run/Walk to help raise funds for Architecture for Humanity projects in Pakistan, New Orleans and Boston.



Architecture for Humanity Run/Walk

WORKPLACE ENCOURAGES COMMUNITY SERVICE

Artists for Humanity

Da Thao Nguyen, Architectural Designer/Drafter in Boston is a board member of Artists for Humanity (AFH), a non-profit organization in South Boston which provides artistic opportunities for inner city youths, predominantly teenagers from 14-18 years old, to discover and strengthen their talents in painting, graphic design, photography, and other visual arts. Da Thao keeps the firm informed of AFH activities and charity events as well as opportunities for volunteering.

KidsBuild!

KidsBuild! was first held in June of 1992 in conjunction with the 1992 National AIA Convention in Boston. It was held at the Museum of Science, on the ground floor of the "well" in the Blue Wing.

The event consists of a large-scale model of a fictional city grid on which children choose a site and build a structure within zoning limitations spelled out by their building permit. After a review of their building they are issued a certificate of occupancy by a building inspector.

The target age is 7 to 15 year olds, but certainly appeals to all ages, as the overwhelming turnout at all of the past events certainly showed. We estimated about 3,000 participants ranging from school groups on Fridays to the various museum guests on Saturday and Sunday.

The intent of the event is to teach children about architecture and urban design in a hands-on, interactive way.

In June 2009 another KidsBuild will be planned and shared with hundreds of children.

<http://committees.architects.org/kidsbuild/>



*KidsBuild!
Collaboration*



*KidsBuild!
Projects Exhibition*

ROBIN SHIRLEY-GRANVILLE
Interior Design

BACKGROUND

Robin joined TRO Jung|Brannen's interior design department in 2000 after working at several architectural design firms. Her experience ranges from commercial office buildings to non-profit projects.

REPRESENTATIVE EXPERIENCE

Victory Programs, Joelyn's House

Boston, Massachusetts

Architectural design, production and management of 12,000 square foot women's transitional housing for 25 women and their children.

Greater Boston Legal Services

Boston, Massachusetts

On-going renovations and updates.

Ledgemont Center

Lexington, Massachusetts

On call tenant services for a 200,000 square foot, three-story office building with two glass-enclosed sky lit atria; and laboratories, including programming and construction documents.

40 Broad Street

Boston, Massachusetts

Lobby, entry and interior atrium renovation for downtown office building. Services also include tenant improvements, assistance in lease negotiations, new tenant specifications and design of a marketing suite.

Abu Dhabi National Oil Company Headquarters

Abu Dhabi, U.A.E.

Full interior design services for 650,000 square foot executive headquarters.

EDUCATION

Boston Architectural College
Bachelor of Interior Design

Boston Architectural College –
Instructor



Merrill Lynch

Various Locations

Interior design and programming on over 200 projects ranging from 1,000 to 55,000 square feet.

Microsoft Boston Concept Development Center

Cambridge, Massachusetts

Executive Architect for 34,000 square foot interior fit up for research and development facility. Project included removing 3,400 square feet of floor slab to create a two-story space with monumental stair.

Goodwin Procter

Boston, Massachusetts

Miscellaneous upgrades to lobbies, work spaces, conference areas.

East End House

Cambridge, Massachusetts

Schematic design of optimal building footprint and programming to be used for fundraising purposes.

New England Biolabs

Ipswich, Massachusetts

Furniture selection for 208,000 square foot laboratory building, designed for LEED certification, is predominantly laboratory research and production space with a 250-seat auditorium, cafeteria, art gallery and three-story, tropical winter garden.

PROFESSIONAL
RECOGNITION

PROJECT AWARDS

Victory Programs

Gratitude Award

PAUL E. FALLON
Senior Associate

BACKGROUND

Mr. Fallon is a Senior Planner at TRO Jung|Brannen with 25 years experience in planning and project management. He has programmed and designed a wide range of hospital-based clinical areas, from renovations of complex spaces to complete replacement hospitals. Mr. Fallon provides extensive educational and practical experience that is invaluable to the quality, design, and coordination of TRO Jung|Brannen's projects.

REPRESENTATIVE EXPERIENCE

Heywood Hospital

Gardner, Massachusetts

\$34 million project to build new emergency room, imaging services and multi-acuity inpatient unit for community-based hospital.

Albany Medical Center

Albany, New York

Lead planner for \$300 million building with new OR suites, NICU, ICU, inpatient units, and new central service supply

Albany Memorial Hospital

Albany, New York

OR master plan to renovate and expand 10 OR suite with marginal peri-operative services into 14-OR suite with enhanced prep and recovery capabilities.

Yale-New Haven Hospital

New Haven, Connecticut

Three-year project to create up to 90 additional inpatient beds on main campus

Maine Medical Center

Portland, Maine

56-Bed emergency department expansion and renovation

EDUCATION

Massachusetts Institute of Technology

Master of Architecture

Master of Civil Engineering in Project Management

Bachelor of Science in Civil Engineering

REGISTRATION

- Registered Architect Massachusetts



PAUL E. FALLON

Associate

Falmouth Hospital

Falmouth, Massachusetts

Ambulatory endoscopy and imaging facility

Newton-Wellesley Hospital

Newton, Massachusetts

Planner for the Vernon Cancer Center, a collaborative venture among disparate care providers to offer medical oncology, radiation therapy, and palliative care in a unified hospital setting. Two orthopedic specialty operating rooms with laminar-flow air circulation and one "Operating Room of the Future" with minimally invasive surgery imaging systems and enhanced surgeon support. Master planner for the renovation and expansion and renovation of peri-operative services to provide 78 total peri-operative patient care areas to accommodate patient prep, PACU, recovery, and specialized pediatric needs.

Mercy Hospital

Springfield, Massachusetts

ICU / Telemetry unit expansion and peri-operative suite renovation for 45,000 square feet. New addition with 16 bed ICU and 20 bed Telemetry bed units. Redesign of peri-operative services area to provide a new pre- and post-operative care environment for a community hospital with 12 operating rooms

IWK Health Centre

Halifax, Nova Scotia

Pediatric operating suite renovation, 30,000 square foot replacement of an existing 10-operating room peri-operative suite for a pediatric hospital. New specialty ORs for cardiac, neurological and orthopedic services in addition to general ORs. Introducing a 'private room' pre- and post-operative concept for children and their families

Beth Israel Deaconess Medical Center

Boston, Massachusetts

Orthopedic and rehabilitation department expansion and renovation

PUBLICATIONS

- Massachusetts Association of Emergency Departments, "Emergency Department Planning," 2003
- Article in New-Haven Register on Yale-New Haven Hospital response to September 11th tragedy entitled, "Where Were You on 9/11?"

PROFESSIONAL RECOGNITION

- Tucker-Voss Award for Outstanding Student in Building Construction - 1977 and 1981 (awarded by MIT)

MELISA MARCOTTE, NCIDQ
Associate

BACKGROUND

Melisa Marcotte joined TRO Jung|Brannen's interior design department in 2005 after working at several architectural design firms. Her experience ranges from commercial office buildings to educational projects.

REPRESENTATIVE EXPERIENCE

Liberty Mutual, Executive Offices

Boston, Massachusetts

Architectural, space planning and interior design services for reconfiguration of several executive offices and department areas including conference centers and dining area. Project also includes 2 elevator lobbies

Le Cordon Bleu Culinary Institute

Cambridge, Massachusetts

Interior design of a new 60,000 square foot culinary college. Project includes classrooms, teaching kitchens, conference areas, administrative offices and a full service restaurant

Jasmine Sola

National Retail Stores

Design, production and management of multiple national retail stores ranging in size of 3,000 to 6,000 square feet. Projects included all phases through occupancy

Boston Beer Company

Boston, Massachusetts

Test fit studies, programming, planning and interior design services for relocation of corporate offices and brewery facility

Langham Hotel

Boston, Massachusetts

15,000 square feet spa and fitness center. Preparation of construction documents and construction administration.

EDUCATION

Wentworth Institute of Technology

Bachelor of Science,
Architectural Engineering
Technology

New England School of Art and Design

Studies in the Master of Arts
Program for Interior Design

REGISTRATION

- National Council of Interior Design Qualification



22 Boston Wharf Road

Boston, Massachusetts

Complete design and construction administration services for approximately 50,000 square feet of office space for new offices of TRO Jung|Brannen.

Unicorn Park

Woburn, Massachusetts

On call tenant services work for several buildings including programming and construction documents.

Microsoft Boston Concept Development Center

Cambridge, Massachusetts

Executive Architect for 34,000 square foot interior fit up for research and development facility. Project included removing 3,400 square feet of floor slab to create a two-story space with monumental stair.

GERARD M. GEORGES, ASSOC AIA
Associate

BACKGROUND

Mr. Georges has 18 years of design experience, ten focusing on healthcare. He provides seamless design coordination and management using his industry knowledge and architectural skills. He joined TRO Jung|Brannen in 2002, and in 2005 was made an Associate of the firm.

REPRESENTATIVE EXPERIENCE

Cape Cod Hospital

Hyannis, Massachusetts

120,000 square foot 120-bed inpatient tower; 10,000 square foot materials management wing; 270,000 square foot outpatient ambulatory campus including imaging, medical office building, day surgery, and oncology; master plan resulting in acquisition of 40-acre parcel to consolidate ambulatory and outpatient surgical services and facilitate geographic access to new 120,000 square foot outpatient care center ; Additional projects for Cape Cod Hospital include a new pharmacy and registration department renovation.

Jordan Hospital

Plymouth, Massachusetts

Expansion and renovations of an existing 12-bed OB suite and special-care nursery

Lawrence & Memorial Hospital

New London, Connecticut

Radiology department master plan; Emergency department renovations and expansion; Pequot outpatient imaging and urgent care renovations.

New Britain General Hospital

New Britain, Connecticut

Campus master plan

EDUCATION

Boston Architectural College
Architectural Studies

Northeastern University
Architectural Studies



Massachusetts General Hospital*

Boston, Massachusetts

Internal medicine outpatient, Wang ambulatory care building level 6; 17,000 square foot interior renovation project

Mayo Medical Laboratories*

Wilmington, Massachusetts

Developed program and phased interior fit-out for a 28,000 square foot clinical lab

Saints Memorial Medical Center*

Lowell, Massachusetts

New 5,000 square foot 14-station dialysis unit and new 4,500 cardiac catheterization laboratory and recovery area

Falmouth Hospital*

Falmouth, Ma

Outpatient Imaging and MRI suite

Southcoast Health Group*

New Bedford, Ma

Comprehensive Cancer Center

**Projects completed while associated with other firms.*

PROFESSIONAL
ORGANIZATIONS

- American Institute of Architects
- Boston Society of Architects
 - Membership Committee
 - Harleston Parker Award Jury Member
- National Organization of Minority Architects
 - Healthcare Committee
 - Leadership Transition Planning Group

PUBLICATIONS

***Building Type Basics for
Healthcare Facilities***

(John Wiley & Sons, Inc., 2000)
Ghostwriter for Tom Payette on dialysis units and cardiac catheterization labs