



# our culture

## becoming a small giant

Toscano Clements Taylor (TCT) started out in 2007 with a staff of four and a vision of being a small “lifestyle” company, one that would allow a handful of employees to provide dedicated service to clients while supporting their families. During those early days, working off of folding tables in a historic house converted into office space, our founding partners didn’t anticipate the growth and evolution to come.

As our firm recently celebrated our 10-year anniversary, we’ve transitioned from that little lifestyle business to a firm with over 30 employees and offices in New York and Washington, DC. Our vision today is to become and remain a “small giant,” a client-focused, boutique cost estimating firm of choice whose ownership and leadership can be passed on from generation to generation.

We’re large enough to work on exciting projects with renowned firms, but small enough to ensure that design teams can achieve excellence and projects can be built. Our cost estimates have helped architects and engineers construct parks and recreation centers, rehabilitate properties damaged by Superstorm Sandy, renovate schools, and build new embassies overseas. The results of our work can be seen in iconic locations ranging from the Javits Convention Center to the U.S. Capitol Building.

“Because of our volume of work, we’re exposed to so many different ideas. I consider myself lucky because architects in a design firm may work on the same project for six months to a year. I’m seeing new projects every two weeks—new ideas, challenges and solutions that add to my knowledge,” says Adel Hanna, Principal and one of TCT’s first four employees.

“Each project is unique—it can be a school, park, or hospital. My job allows me to do MEP estimating on top of architectural, which is great because I’m learning how to estimate an entire project,” says Ali Mozaffari, an Associate Cost Estimator in TCT’s Washington, DC office. “If I need some guidance, the senior estimators help me a lot. We communicate with each other throughout the day.”

TCT is building a culture marked by teamwork, trust, enthusiasm, and an entrepreneurial spirit, and we’re developing new leaders to carry the firm forward in years to come. We strive to give employees a voice and empower them to spot new opportunities, develop themselves professionally, and make innovative contributions to our firm. Those who join our team can expect to work with a diverse, collaborative staff that’s dedicated to being more than “just the cost estimator,” but a trusted cost consultant delivering value and quality to our clients.