

What's Your Cat in the Wall? Build Your Story & Become a TOBY Winner!

April 21, 2020

Panel of Winners & Judges

2019 Int'l Winners 737 North Michigan 550 W. Washington 500 West Madison

TOBY Panel Moderator



SUSAN HAMMER

RPA, BOMI-HP, LEED AP O+M General Manager at JLL Co-Vice Chair International Awards Committee BOMA/Chicago TOBY Co-Chair

Local, Regional & International Judge

2016 International TOBY Winner for Over 1 Million Square Feet *AMA Plaza*



Panelist Introduction - WINNERS



Elizabeth Kilroy, CBRE 2019 International Winner: Mixed-Use 737 North Michigan/Olympia Centre

Michael Graham, MB Real Estate 2020 North Central Region Winner: Renovated 1 North Dearborn

Karen Pahl, Sterling Bay 2020 North Central Region Winner: 100K – 249,999 SF 1515 West Webster

> Julia Hudspeth, The John Buck Company North Central Region Winner: Historical The Rookery

Panelist Introduction - Judges



Abby Kichura, Transwestern International TOBY Winner: Over 1 Million SF 500 West Madison

Nicole Applegate, M&J Wilkow 2019 Judge Former TOBY Applicant





Polling Question

l am a:

Potential TOBY Applicant

Potential TOBY Judge

Previous Finalist

Previous Winner

Vendor/Supplier Partner

THIS IS ARMADILLO AKA ARMY





Today's Agenda

- TOBY Basics & Overview
- Panel Discussion on Best Practices
- Question and Answer Session





Three Levels of Competition

1. Local

2. Regional

 Mid-Atlantic, Southern, Southwest, North Central, Midwest Northern, Pacific Southwest, Pacific Northwest, Canadian and International

3. International

June 2021 BOMA International Conference in Boston MA



TOBY Categories

17 Categories – can only choose ONE!

5 Categories Based on Square Feet 12 Other Property Types

Under 100,000 SF 100,000-299,999 SF 250,000-499,999 SF 500,000-999,999 SF Over 1 Million SF Suburban Low-Rise Suburban Mid-Rise Corporate Facility Earth Historical Renovated Industrial Office Medical Mixed Use Public Use Retail Medical Office



Which Category is Best for Us?

BOMA/Chicago Follows International Guidelines

Read Entry Requirement Descriptions Carefully

Historically the Square Footage Candidates have the Most Entries

Make it a Team Decision



Important Dates

- Application Portal Open: Mid-July 2020
- Onsite Judging: October & November 2020
- Local Winners Announced: January 2021



- North Central Region Applications Due: March 2021
- North Central Regional Winners Announced: April 2021
- International TOBY Gala: June 2021 in Boston MA



Entry Requirements

At least **one year** from date of occupancy of the first tenant by **June 15, 2020** with a minimum of **12** months of building operations.

All categories must be at least 50% occupied.

Review Individual Categories for Separate Requirements.



OFFICE BUILDING CATEGORIES

CORPORATE FACILITY HISTORICAL BUILDINGS MEDICAL OFFICE BUILDINGS SUBURBAN OFFICE (LOW-RISE) SURBURBAN OFFICE (MID-RISE) OFFICE BY SQUARE FEET

2020 TOBY AWARDS



Local Toby – Step 1

Prepare and Write the Application

Submit on TOBY Portal





TOBY Application Sections

Online TOBY Portal Application for Regional & International

- Application worth 100+ points
- Building Description/Building Standards/Photos: 5 points
- Community Service: 15 points
- Tenant Relations: 15 points
- Energy Conservation: 20 points
- Environmental, Regulatory, Sustainability: 15 points
- Emergency Preparedness/Life Safety: 15 points
- Training for Building Personnel: 15 points



TOBY Application for Earth

Online TOBY Portal Application for Regional & International

- Application worth 110+ points
- Building Description/Executive Summary/Photos: 5 points
- Reduction of Environmental Risk: 15 points
- Indoor Air Quality/Green Cleaning:15 points
- Recycling: 10 points
- Community Service: 10 points
- Energy Conservation: 20 points
- Water Conservation: 10 points
- Interior Finish: 10 points
- Indoor Air Quality/Green Cleaning: 5 points
- Occupant Communication/Education: 5 points
- Case Study: 5 points



TOBY & BOMA 360 Comparison

If your building has achieved the BOMA 360 or LEED designation, then you are strategically placed to enter for TOBY based on the work you have already done!

Refer to the BOMA360 and TOBY Comparison document.

Keep in mind – these are separate programs/awards.

Refer to handout for more information.



TOBY Panel for Applicants & Judges

Let the panel discussion begin!





TOBY Panel



Why participate in the TOBY competition?

Participate as an applicant? Participate as a judge?





Which category should your building enter?

Square Footage? Earth Category? Renovated Category? Historical Category? Retail?





How and when should your building prepare for the local competition?



Step 2 – Onsite Inspection





TOBY INSPECTION VERIFICATION

Building Name:	ame:			
Local/City:				
Category:				
Areas Inspected (All items are required for eligibility to compete)	Yes	No		
Entrance /Mail Lobby				
Security/Life Safety				
Management Office				
Elevators				
Multi-Tenant Corridors				
Restrooms				
Stairwells				
Typical Tenant Suite				
Central Plant/Engineering Office				
Equipment Rooms/Service Areas				
Evidence of Evacuation Drills conducted within past 12 months 🛛 🤤				
Roof				
Parking facilities (grade only if Owner/Agent Operated)				
Landscaping/Grounds				
Refuse Removal and Loading Dock Areas				
Tenant Amenities				
Preventive Maintenance Manual SoP Manual/Documentation of Standard Operating Procedures (online or printed)				
Regular Financial Reports/Accounting Software				
Purchase Policies 🧇				
COI for Comprehensive, and/or Liability Insurance 🧇 Certificate of occupancy or business license for code compliance 🥯				

Judge's Affidavit

As one of the judges for the local BOMA TOBY Awards Program, I have inspected the above indicated areas at the building site using BOMA International's "The Outstanding Building of the Year" program

Judge's Name (please print):

Judge's Signature:

Date:



Step 2 – Onsite Inspection

BOMA			DING OF THE YEAR (TOBY) INSPECTION FORM
Traditional Street			Toer toer
ATEGORY Iselect			TOUR DATE:
BUILDING NAME			NAME OF JUDGE
ADDRESS			TOUR START TIME:
CITY			TOUR END TIME
Energy Star	Setonanang not	GUREMENT FOR EAT	narod with 5083 miamažona
	ed to complete are I		ECE on the finite about the allowed or changed. Formulas will not need to be manipulated if these directions are fold declarate or tractions.
0 = Postriunaceastat For Energy stars	USE TO IN: 1 - Delow Avera rovide the following	E FOLLOWING GUIDE pe, 2 + Patriliverape, points: 1 = 74 and be	ELENE 7: 3 - Ground Jones A. J. T. Star Strategiesent Series 7 - 75 30 64 J. 3 - 65 50 56 J. 4 - 56-
TYPE "1" NEXT TO EACH ITEM JUDGED; "9" NEXT	TO EACH ITEM NO	UDGED, P AN ITEN	WAS JUDGED BUT NOT DISCUSSED, TYPE "IV IN SCORE AND "1" IN JUDGED
OUR	-		
	interact	live fields	comments
	82019	the .t. u	Filease Include comments for each cagregory.
	eaco nem	tegeu, men	Ensure all comments are constructive.
	0-2	W dinee	
ntranee/Main Lobby		Ca	degory Comments
reeting/Helpfulness of Lobby Attendants	4	1	
usekeeping Maintenance	4	1	
esthetic Appeal		0	
rectory/Signage	4	1	
phing	4	14	
bby Desk/Equipment	4		
coessibility (ADA) Provisions			
commenced (Acros) contracts	-	-	
OUR (continued)	And a	ive fields spentra	e ommendis Pisaiae buttoble commento dar Auch carptagory.
	sich cam	men sidged	Ensure ad constraints are constructive.
ecurity/Life Safety.	0.4	16° if not	NAMASA ANA SA
		Ca	nlegory Comments
coess Control/Lobby	4	1	
ofessionalism of Staff	4	1	
ameras	4	1	
ter Hours Access	- 4	1	
ecurity Manual/Emergency Procedures	4	1	
aff Training and Development	4	1	
coess Control Loading Dook	4	1	
re and Life Safety Equipment	4		
re Safety Plan	4		
nergency Generator (cleantiness, testing procedures, safety)			
	4		
idence of Evacuation Drills conducted within past 12 months Total Pole		1	Manimum as the lat
Category Sec			* (Maximum score is 4) mate around for Calegory Score only
anagement Office	No. 01	Ca	stegory Comments
pusekeeping	4	1	
esthetic Appeal	4	1	
espons/veness to Tenant issues	4	1	
licies and Procedures Manual (risk management, contract administration, performa	noe		
praisals, insurance certificate administration, tenant manuals)			
inual Budget/Reporting Procedures	4	1	
egular Financial Reports/Accounting Software	4	1	
perating Expenses (consider what is being done for the amount being spent)	4	1	
opropriateness of Staffing/Level of Professionalism	4	1	
chnology (are computers on a network; does the office use e-mail; an interactive W			
choology (are computers on a network; does the office use e-mail; an interactive W e: desktop publishing, etc.)	4	1	
ichnology (are computers on a network; does the office use e-mail; an interactive W a: desktop publishing, etc.)		1	
echnology (are computers on a network; does the office use e-mail; an interactive W to desktop publiching, etc.) aff Training and Development.	4	1	
othnology (are computers on a network; does the office use e-mail; an interactive W a; desktop publishing, etc.) aff Training and Development 3P ManualDocumentation of Standard Operating Procederues (online or printed)	4	1	
extending (are computers on a reteark, does the office use e-mail, an interactive W to desktop publicing, etc.) aff Training and Development OP ManualDocumentation of Standard Operating Procedenaes (online or printed) mice Call Procedures			
otherbidgy (are computers on a network, does the office use e-mail; an interactive W is extend publiciting, etc.) aff Taming and Development. PM RanuelDoornettakis of Stundard Operating Procedenues (online or printed) notes Call Procedures. Instruction/Poor Planes (oursen plane should be on site in Procenty Management Of	4 4 4		
chronology care comparter on a network, does the office use e-mail: an interactive W is cetado publiciting etc.) aff Training and Development. 2P Manual/Documentation of Standard Operating Proceedenues (online or printed) network Call Proceedings microsoftom/Pach Takes (course plans should be on site in Property Management Of in Card Engineer's Ottob)			
semplog parts companys in a nativelik dies the office use email: an interactive V to catalog publicity, etc.) and Tamma and Davelapomet Of Manual Counsentiation of Standard Operating Proceedences (online or printer) annos Call Provedence construction/Prove Trans (comen plane, should be on site in Property Management Of a Divid Explanet's Official (a Divid Explanet's Official)	4 4 4		

In October/November, 3 or 4 judges will inspect your building.

Your building is evaluated based on the inspection sheets that BOMA/Chicago will send to you.

Review these forms before the inspection.

Prepare your onsite inspection to touch on each aspect. Practice with your team.



Step 2 – Onsite Inspection

- Prescribed inspection areas minimum 70% score required.
- Evidence of Evacuation Drills
- Preventive Maintenance Manual
- Standard Operating Procedures Manual
- Financial Reporting
- Purchasing Policies
- COI Comprehensive & Liability Insurance
- Certificate of Occupancy or Business
- License

Prepare your onsite inspection to touch on each aspect. Practice with your team.



TOBY INSPECTION VERIFICATION

Local/City:				
Category:				
Areas Inspected (All items are required for eligibility to compete)	Yes	No		
Entrance /Mail Lobby				
Security/Life Safety				
Management Office		о 4		
Elevators				
Multi-Tenant Corridors				
Restrooms				
Stairwells				
Typical Tenant Suite				
Central Plant/Engineering Office				
Equipment Rooms/Service Areas				
Evidence of Evacuation Drills conducted within past 12 months 🛛 🤤				
Roof				
Parking facilities (grade only if Owner/Agent Operated)				
andscaping/Grounds		6 8		
Refuse Removal and Loading Dock Areas				
Fenant Amenities		ĺ.		
Preventive Maintenance Manual 🔤 SOP Manual/Documentation of Standard Operating Procedures (online or printed) 🤤	-			
Regular Financial Reports/Accounting Software 🛛 🥪				
Purchase Policies 🤤				
COI for Comprehensive, and/or Liability Insurance 🥏 Certificate of occupancy or business license for code compliance 🤝				

As one of th	e judges for the local BOMA TOBY Awards Program, I have inspected the above indicated
areas at the	building site using BOMA International's "The Outstanding Building of the Year" program
Judge's Nan	e (please print):
Judge's Sign	ature:
Date:	





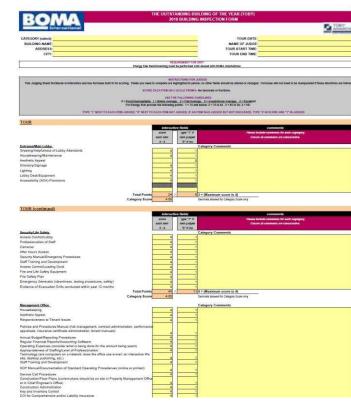
How should your building prepare for the on-site inspection?

How do judges prepare for the inspection?





Panel – How Do You Use These Forms?





TOBY INSPECTION VERIFICATION

Building Name:					
.ocal/City:					
ategory:					
Areas Inspected (All items are required for eligibility to compete)	Yes	No			
Entrance /Mail Lobby					
Security/Life Safety					
Management Office					
Elevators					
Multi-Tenant Corridors					
Restrooms					
Stairwells					
Typical Tenant Suite					
Central Plant/Engineering Office					
Equipment Rooms/Service Areas					
Evidence of Evacuation Drills conducted within past 12 months 🤹					
Roof					
Parking facilities (grade only if Owner/Agent Operated)					
Landscaping/Grounds					
Refuse Removal and Loading Dock Areas					
Tenant Amenities					
Preventive Maintenance Manual Solo Manual/Documentation of Standard Operating Procedures (online or printed) Solo Standard Operating Procedures (online or printed)					
Regular Financial Reports/Accounting Software 🛛 🤤					
Purchase Policies 🤤					
COI for Comprehensive, and/or Liability Insurance 🤤 Certificate of occupancy or business license for code compliance 🥯					

As one of the judges for the local BOMA TOBY Awards Program, I have inspected the above indicated areas at the building site using BOMA International's "The Outstanding Building of the Year" program

Judge's Name (please print):

Judge's Signature:

Date:





How did your team impress the judges during the on-site inspection?







TOBY Panel

How can vendors, service providers and other stakeholders (including tenants and owners) get involved in building participation and success?







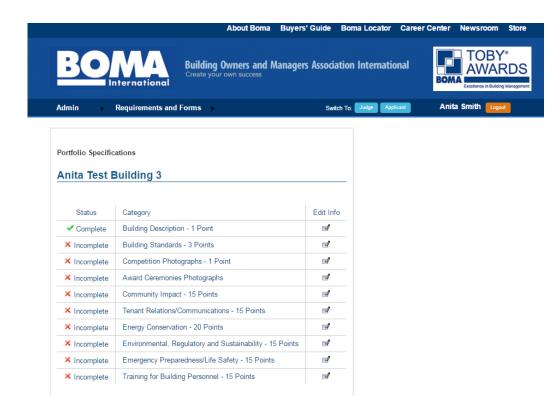
We won locally! Now what?

How do we prepare for regional and international?



TOBY Panel









How do you use attachments to supplement your application?

How do judges use your attachments and how important are they?



Types of Attachments Site Plan Building & Team Photos Statement of Energy Performance Tenant Event Examples Organizational Chart & More



Which Categories Present the Greatest Challenge?

Community Service



Tenant Relations



Energy Conservation



Environmental, Regulatory & Sustainability



Emergency Preparedness & Life Safety



Building Personnel Training





EARTH AWARD – ADDITIONAL CATEGORIES

Reduction of Environmental Risk



Water Conservation



Energy Conservation



Interior Finish



Recycling



Indoor Air Quality/ Green Cleaning



Occupant Communication/

Education



Case Study





Best Practices for Online Portal

- Create as a Word document and copy/paste into the portal
- Be aware of the specific word counts; these word counts are different for each category
- Upload attachments as directed
- Chronicle outcomes
- Write in the active voice

HI MINDENCE	INCLASSION CONTROL AND INCOMPANY CONTROL CONTROL OF A STREET AND A STR
IV Entry privomente	Buildings to Complete Add Building Buildings
sailian pilenmenta glenat)	Community Impact - 18 Points
altes EARTH.	Provide a written description of the building suragement's impact on the
glonally	community. For example: jobs provided (as a direct result of the building's existence), amonities to the community or the corporate environment.
of TOPY	(parks, blood drives, special events, etc.), tax impact (provide special assessments for roads, sewers, etc.), recognition awards, letters and roads
faint	and other transportation improvements. If the impact can be quantified as additional income for the community or charitable event or her some type
tere Multilerige	of asvings associated with the impact, please describe. When describing
part Materiale	the current year's events, please note programs and how long they have been in place. Is addition, please describe how the building management's
fer Tahsi	efforts in this area have helped make the property a transiti to the local community. Only include corporate donational activities if Extrant can
	describe how the ensite management team presently participated.
pathian Pormai	NOTES:
and a second	A. All Cutegories: This section should not be confused with Tenant Relations. Please inflicate services that relate to the community and not to
8	the texante. Entrante may also include a maximum of three PDF attachments reflecting the events being described such as posters, flyors,
ping: reg bland	newsletters and charity acknowledgement letters. No JPEQs will be accepted.
NI	B. Industrial Office Building: Entrants may also include the building's
is and Candidone.	compatibility with neighboring properties and new the indiving attests traffic.
	Supporting Document Requirements File Type PDF Maximum File Size: Smit
	A maximum of 3 PDPs allowed for this section
	ANA Visas means in benefit the community and partner with treases toward mineral sequentiality, Haay insact events have a parallal semantity matesch:
	DepLoyment: ANA Flass secleys 3,500 people including tenant evolutions.
	support staff represented by meterity, jamixorial, engineering, and tuilding trades in the operation of the
	building as woll as teprevenent projects which odded 1,000 additional joins during the 3012-3013 redevelopment.
	ANK Fines seeks the services of biness and minutity monod businesses; the value of these services avarages \$2,000.000
	nerowally, Surviva utilised are activatential crossiting, addetata Mantenert, Finn park incrition, lighting, green root, and surray provirement.
	Upstaaled Attachments:
	Ver Atabasi Data
	Linemand Stay of Chicago Theory Visu Distribute to 57 pt Atl
	Desermant Community Yeapa Cir, Allis, Placa (21/10/2015 17:12) 48 AM Concessor AMM Placa Alasia Feed Deve Hesults (25/2015 3:2:40:08 PM)



Final Thoughts

- **TOBY** is not a "beauty" contest, but....
- Goal is to win locally but keep sites on Regional & International
- Images are critical for Regional & International
- **Customize the application to your building**
- Make it a Management Team Decision and Effort



Applicant Best Practices

Refer to the "TOBY Applicant Best Practices" Handout





2021 Information – Coming in July

Find all TOBY information at www.bomachicago.org



70 West Madison – Over 1 Million SF The Hearn Company



Lavin Family Pavilion – Medical Office Northwestern Memorial HealthCare





1 North Dearborn – Renovated MB Real Estate



110 North Carpenter – Corporate Facility Sterling Bay





Harold Washington Library- Public Assembly CBRE



The Rookery – Historical The John Buck Company





1515 West Webster - 100,000-299,999 Sterling Bay



401 North Michigan – 500,000-1,000,000 Zeller Realty Group





BOMA/Chicago's Regional Winner ZOOM Announcement





TOBY Publicity & Media



Chicago

Two Chicago Buildings Win TOBY International Honors

June 29, 2016 Chuck Sudo, Bisnow Chicago 🖾





Two BOMA/Chicago TOBY Gold Circle Award winners are bringing home some more hardware for the mantle. AMA Plaza and 564 West Randolph were named TOBY International Award winners at the BOMA International conference in Washington, DC.

AMA Plaza, managed by Riverview Realty, won a TOBY for a building over 1M SF. The 1.5M SF, Mies van der Rohe-designed building is LEED Goldcertified, underwent a \$70M rehab and is home to the American Medical Association and the Langham Hotel.



Two BOMA/Chicago building members honored with International TOBY Awards

luly 5, 2016 | Staff W

018

f 🗾 in 🔤 🗃

BOMA/CHICAGO ANNOUNCED THAT TWO LOCAL BUILDING MEMBERS – 564 WEST RANDOLPH AND AMA PLAZA – WERE HONORED WITH 2016 INTERNATIONAL TOBY AWARDS AT THE BOMA INTERNATIONAL CONFERENCE, JUNE 28 IN WASHINGTON, DC.

BOMA/Chicago announced that two local building members - 564 West Randolph and AMA Plaza - were honored with 2016 International TOBY Awards at the BOMA

International Conference, June 28 in Washington, DC

BOMA AWARD

Last Night's TOBY Awards! - Property Management

Last Night's TOBY Awards!

June 29, 2016 | Amanda Marsh, Bisnow New Jersey

Perhaps the only place with **stiffer competition** than the upcoming presidential election was the **30th annual International TOBY Awards** last night at the Gaylord National Resort in Washington, DC, which closed the BOMA International Conference & Expo. (And it included fewer political barbs, as well.) Out of **84 buildings**, only **15** took home the coveted honor bestowed upon a building's operational team.



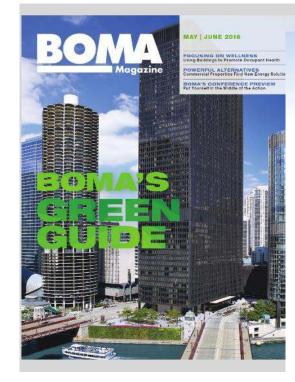
One of the most anticipated awards was in the **1M+ SF** category, which this year went to Chicago's **AMA Plaza**, managed by Riverview Realty Property Management. The LEED-Gold, **1.5M SF** multi-tenant tower is a Windy City landmark and on the National Register of Historic Places. Designed by renowned architect **Mies van der Rohe**, it

houses tech tenants and a 318-room hotel.



News

TOBY Publicity & Media





AMA PLAZA: GREEN FROM ROOF TO BOTTOM

at people who visit the 52-story AMA Plana in downtotwo Chicago have no idea that they are shoring the Suliding with 20.000 earthworms. 'Five or six years ago, nummercial composting services were year including more than 95 percent of nare in the Chicago area, so we docided all office paper waste in the building The to implement our days compositing proskyleruper also beasts a given risel carpeted grant right in the building? explains AMA. with its own poosystem of plants that help Phras General Manager Saxin Hammer contain storts roundf and oshice he wittan HPA HP LEED AP OrM. "These days, most heat laked effect. of our composing gets sent off-stie, but not These initiatives have had a quantifiable atill use worms that low in the building's impact on both the building's instants and mechanical room in compose some of our the stationment In fact. Property Manager

Courtney Stern, RPA, LEED A Prays this, AMA Plana, home to tenants as varied as was especially apparent when they were the American Medical Association and fiveasthering documentation in renew their shar hinney hotel? The Longham, has almore POMA TREL designmentates hast wear "Where been a little ahead of the curve In fact it Thooked at how much pollution we avoid was one of the first two buildings in Illinois each year through our green committing to earn the BOMA 490 designation back in programs, for example, it was really eye-2009 Stury then, the Riverview Bealty Partorganing," she warkana "We're making a mal ttern learn, which manages the building has difference, and it's great to be able to demworked to renew the designation invice each matrate that with the BOMA will label." time the skyscroper stord out in the area The building's property management of environmental and mutainshilly perforteam is buggy to devete the time and mance, one of the six categories evaluated. resources are ded to keep these green initia-In the BOMA WI Performance Pressure tieves gring strong, and the team continiant Hummer says they consider fIDMA 460 an to challenge theil to add new programs. important complement to their LEED Gold every year As with their composing, they pertification, as the BOMA 360 decisiation takes into apprant every property. P. trunsingurum line antiturogo gniblied in thirth if a manufal to see how every calrecord works together." Harmore explains-"That stownshi in mathinability improves our work in the area of community relations.

often are only adopten of new sastainability practices. AMA Plana was one of the first geoperates in Charge to "close the loop" on a recycling program. The loum bought back their recycled paper in the form of namer toxels and other products. Threv've also worked to reduce the amount of material used in the property in the first place. When a benaut variation a space, the

for example Tenantic of AMA Plaza have access in an in the comparise train stations, which along increated as possible instead offering to lear automability programs." It



with serve bite storage has significantly reduced the need for cur-communing to the building Green rieuting services, are saed and more than RD pounds of material are recucled for each person in the office every

fil's wonderful to come to work and know that you're helping the environment on top of everything else vou do.55

Since Hammer, RPAHR LESELAD CHM. Charlenshither sugar, AMA Photo:

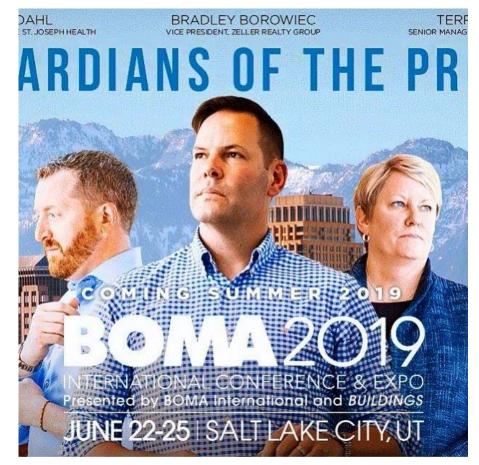
tenants take materials with them to their new space or even reasing materials in the new tenant's build-out. The building's cale also offers a discusse to anyone using their man in second or container, and any leftman food-ends up at dinner for the building's worms before becoming compost for the outside landscominat

that you're holping the environment on inp of everything else yeu do," seys Hammer It also is an interortant part of the leasey of the skyscraper AMA Plana was the bar American building daugned by rentword architect Ludwig Miss yan der Rohn ober was known for his modern, minimalist style. "Mins yan der Rohe designed bis buildings to be easily adaptable for fature use." Hommer explains. "He would there in star relevant far has the fature I can't think of a exchasive shuftle service that connects them. Indiffuse serve discards as little construction. Derive serve to be perfect serve then the performance





TOBY Publicity & Media





TOBY Publicity & Media, April, 2019

BUILDINGS Bulletin FOCUS ON LIGHTING & INTERIORS

Receive the industry's highest recognition honoring excellence in commercial building management. <u>Here's how...</u>



5 Keys to Success When Purchasing New Technology

From NFMT 2019, one informational session discussed best practices for purchasing new technology, solutions and software. Loarn more >>



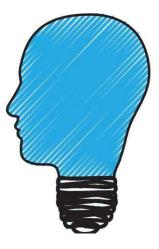
TOBY WINNER EXPLAINS HOW TO PREPARE YOUR BUILDING FOR SUCCESS

Here are 5 tips for people looking to submit their building for the TOBY Awards. Read more >>





Final Words of Wisdom from the Experts





DID YOU FORGET ABOUT ARMY?





THIS IS A CAT IN THE WALL!







Questions?



TOBY Panel



