

MARKET FUNDAMENTALS

	YOY Chg	Outlook
20.9% Vacancy Rate	▲	▲
-5.8M Net Absorption, SF	▲	▲
\$38.20 Asking Rent, PSF	▲	▼
2.1% Rent Growth, YOY	▲	▼
29.3M Under Construction	▼	▼

(Overall, All Property Classes)

ECONOMIC INDICATORS

	YOY Chg	Outlook*
159.2M Total Nonfarm Employment	▲	▲
35.2 Office-using Employment	▲	▲
4.1% U.S. Unemployment Rate	▲	▲

Source: BLS, *Cushman & Wakefield baseline

KEY TAKEAWAYS

- **Demand was negative again in Q4 but appears to be firming up.** Net absorption had its best quarter since the Fed began raising interest rates and was positive in nearly half of U.S. markets. Vacancy did increase by 20 basis points (bps) quarter-over-quarter (QOQ), but that is the lowest increase in two-and-a-half years.
- **Quality continues to be a differentiator.** Tenant demand has been heavily weighted toward top-tier office space. However, with the construction pipeline shrinking below 30 million square feet (msf), occupiers are finding fewer options in new buildings and are looking at the next level down the quality spectrum. Accordingly, the last quarter of 2024 was the most stable for non-trophy Class A demand since the onset of the pandemic.
- **The sublease market has shrunk 3.8% from its early 2024 peak.** The amount of available sublease space has declined for three straight quarters, partly because occupiers have become more confident about their near future space needs. This is a positive sign and likely a leading indicator that overall vacancy will peak soon.

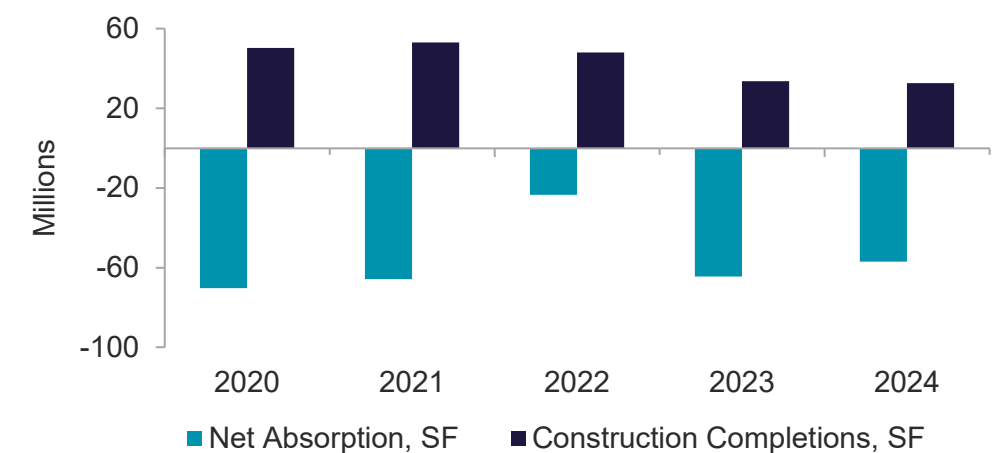
U.S. OFFICE ABSORPTION WAS NEGATIVE IN Q4, BUT DEMAND IS FIRING UP

The fourth quarter of 2024 marked the 12th quarter in a row—and 18th out of the past 19—with negative net absorption in the U.S. office sector. However, the quarter recorded -5.8 msf of net absorption, making it the most stable quarter for office demand in over two years. By comparison, the prior three quarters averaged a deeper decline of -17.0 msf. Notably, 44 out of the 93 markets tracked by Cushman & Wakefield Research reported positive net absorption this quarter. Leading the way were San Jose (+774,000 sf), Nashville (+680,000 sf), Brooklyn (+380,000 sf), Columbus, OH (+345,000 sf), Tulsa (+337,000 sf) and Midtown South Manhattan (+333,000 sf).

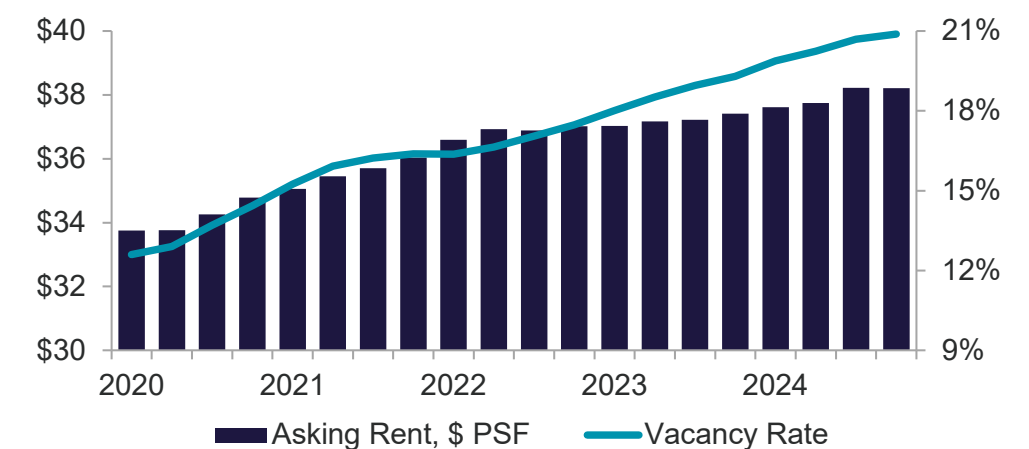
Full-year absorption was positive in 29 markets, with five markets each absorbing over 500,000 sf of space: San Jose, Nashville, Tampa, Baltimore and Tulsa. The national total for the year finished at -57.0 msf, slightly stronger than forecasted in the [Cushman & Wakefield baseline scenario outlook](#).

Higher-quality offices continue to be more resilient and are likely to recover more quickly. Nationwide, Class A absorption was essentially flat in the fourth quarter (-61,000 sf). Class A net absorption improved QOQ in two-thirds of U.S.

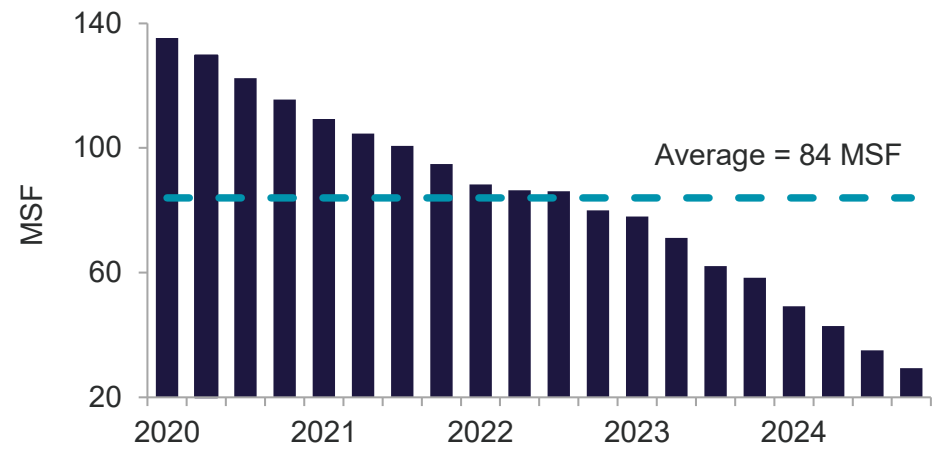
SPACE DEMAND / DELIVERIES



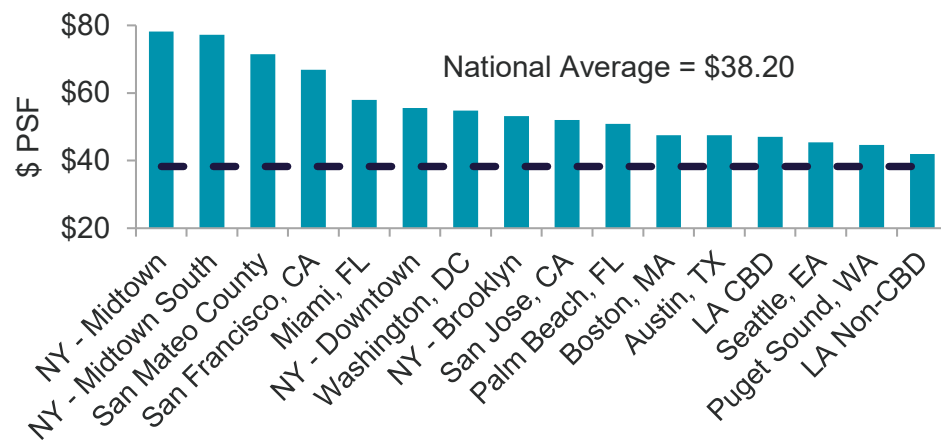
OVERALL VACANCY & ASKING RENT



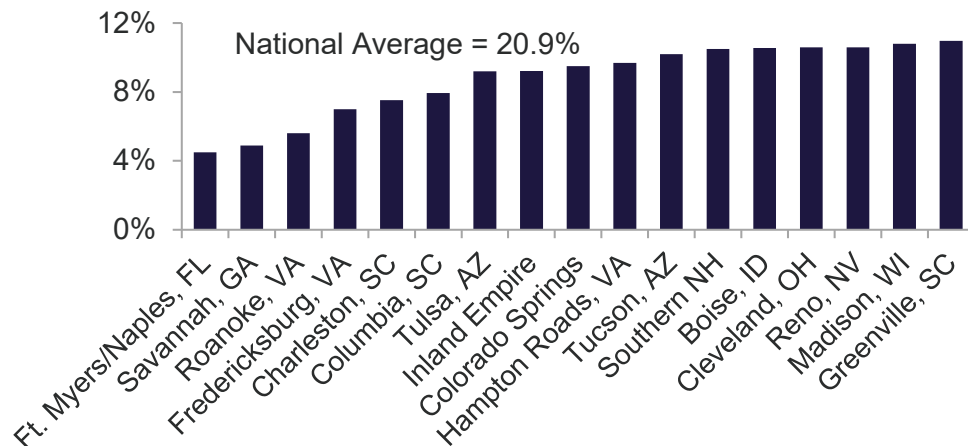
SPACE UNDER CONSTRUCTION



ASKING RENT, HIGHEST PRICED U.S. MARKETS



VACANCY BY SELECT MARKETS



markets and was positive in half. Demand for Class A offices was strongest in the South, which recorded nearly 2.0 msf of positive absorption in Q4, led by Nashville, Charlotte, Austin, Atlanta and Tampa.

Year-end vacancy came in almost exactly as forecasted (21.0%), finishing 2024 at 20.9%. That represents a 160-bps increase year-over-year (YOY) after increasing by 180 bps in 2023. The QOQ change in vacancy of 20 bps is the lowest increase in two-and-a-half years. Vacancy was flat or declined QOQ in nearly half of U.S. markets (42 out of 93), including Reno, Charlotte, Salt Lake City, Cleveland, Baltimore, Hartford, San Jose, San Francisco, Austin, Indianapolis and Midtown Manhattan.

SUBLEASE AVAILABILITIES DECLINE FOR THIRD QUARTER IN A ROW

A shrinking sublease market is historically a leading indicator of a peak in overall vacancy and a market tightening. This is often driven by increased optimism among occupiers, prompting them to either pull space off the sublease market or take on others' subleased space themselves. It is promising to see national sublease availabilities decline again in the fourth quarter. Currently, there is 142.2 msf of available sublease space, which is down 2.6% QOQ and is 3.8% below the most recent peak of 147.9 msf in Q1 2024.

Sublease availabilities have declined QOQ and YOY in over half of U.S. markets. On an absolute basis, the largest declines have been in and around two gateway markets—New York and San Francisco—boding well for upcoming demand recoveries in the largest U.S. cities. The amount of available sublease space declined by over 200,000 sf in San Jose, San Mateo County, San Francisco, Midtown Manhattan, Midtown South Manhattan, Northern New Jersey and Salt Lake City.

SUPPLY SIDE CHALLENGES ARE ABATING AS CONSTRUCTION PIPELINE DWINDLES

A total of 32.6 msf of new office space delivered in 2024, largely unchanged from 2023, but well below the pandemic-era average of 43.6 msf. Construction activity has slowed considerably, driven by market uncertainty, higher interest rates and construction cost challenges. By the end of 2024, the construction pipeline had shrunk to 29.3 msf, which is half the size it was just a year ago. After a 16% QOQ decline, the total amount of U.S. office space under construction is below 30 msf for the first time since 2011. This pipeline now represents 0.7% of total inventory, down 50 bps from a year ago and less than half the pre-pandemic average of 1.5% (2010-2019). The continued construction slowdown will soften supply-side pressure and will insulate existing higher-quality assets in the coming years.

OUTLOOK

- While there is uncertainty related to how [the next Trump administration's policies might impact commercial real estate \(CRE\)](#), office vacancy is still expected to peak in mid-2025 according to [Cushman & Wakefield's current base case outlook](#).
- There are reasons to believe that [the tide is turning for CRE](#), particularly as office fundamentals fared better in the fourth quarter. Sublease availabilities dropped 2.6% QOQ, signaling a stabilizing market. Meanwhile, the construction pipeline is half as large as it was at the end of 2023. Additionally, Class A absorption was flat nationwide and even turned positive in half of U.S. markets. These trends suggest a slow but steady recovery could begin later this year.
- Nuance matters. The newest and best product is still performing well, [obsolete product](#) may require investment or conversion, and downtowns and central business districts may need to [reimagine their optimal real estate mix](#).

DEMAND INDICATORS Q4 2024

U.S. Office Markets	Net Absorption					Leasing Activity**
	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024p	2024p
United States	-10,881,773	-25,421,417	-12,568,516	-13,187,712	-5,822,593	316,580,733
Northeast	-145,309	-9,788,205	-2,922,867	-1,484,858	-2,044,133	71,971,078
Midwest	-1,710,985	-3,301,368	-2,249,221	-5,159,490	-3,505,552	35,927,225
South	-2,041,521	-5,236,231	-3,999,627	-2,368,045	1,057,072	108,002,976
West	-6,983,958	-7,095,613	-3,396,801	-4,175,319	-1,329,980	99,527,622

U.S. Office Markets	Net Absorption					Leasing Activity**
	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024p	2024p
Atlanta, GA	-498,752	-983,983	-408,144	-79,926	115,806	9,711,617
Austin, TX	64,157	103,854	19,971	-82,078	217,324	4,053,221
Baltimore, MD	-8,239	462,740	351,163	-562,725	299,250	4,259,800
Binghamton, NY	n/a	n/a	19,611	-9,225	0	47,342
Birmingham, AL	-9,682	233,716	-323	-268,061	-67,739	562,174
Boise, ID	123,301	-87,603	-25,100	-18,760	-21,136	1,055,905
Boston, MA	-237,489	-2,369,196	-1,207,258	-430,273	-600,067	9,518,503
Buffalo, NY	-143,025	106,919	-544,498	-174,820	-29,564	615,304
Charleston, SC	107,062	32,993	132,088	124,232	52,865	854,882
Charlotte, NC	-397,824	-386,159	-8,018	-210,428	272,394	3,863,094
Chicago, IL	-980,345	-2,478,785	-1,442,260	-1,902,034	-2,440,734	12,583,180
Cincinnati, OH	-62,886	-86,563	19,996	-123,781	-188,806	1,946,136
Cleveland, OH	119,799	57,742	136,648	3,811	62,643	1,439,036
Colorado Springs, CO	8,899	-44,514	319,487	-94,134	25,268	1,282,885
Columbia, SC	154,275	59,927	-6,461	-140,395	4,102	443,693
Columbus, OH	231,175	-11,280	18,275	-167,601	345,437	1,830,887
Dallas, TX	-1,489,779	-2,456,984	-1,037,694	-934,266	-915,887	14,717,977
Denver, CO	-384,222	-958,518	-383,031	-424,363	-235,146	9,147,559
Des Moines, IA	140,401	-409,096	-265,163	-40,475	0	389,710
Detroit, MI	-272,645	-835,814	-167,238	-1,625,681	-427,753	2,728,086
El Paso, TX	216,741	260,964	-198,256	76,525	9,057	580,707
Fairfield County, CT	64,354	131,513	-39,649	184,028	-660,966	3,009,338
Fort Lauderdale, FL	204,159	-138,228	158,720	-62,132	69,614	2,302,522
Fort Myers/Naples, FL	-132,362	-126,561	14,707	46,514	-69,661	324,040
Fort Worth, TX	-78,187	-35,095	-170,647	-57,402	73,000	732,026
Fredericksburg, VA	43,699	-55,099	19,115	41,286	1,810	332,347
Greensboro/Winston-Salem, NC	12,684	5,567	79,904	-77,886	-16,977	1,151,832
Greenville, SC	-51,203	33,396	-163,486	210,589	101,833	782,022
Hampton Roads, VA	87,802	30,282	62,199	139,329	170,226	1,573,276
Hartford, CT	-705,351	32,620	14,701	18,829	93,487	770,716
Houston, TX	-387,780	-600,935	-521,339	104,385	-258,523	14,703,450
Indianapolis, IN	-39,867	-40,348	39,542	-113,456	42,772	2,840,644
Inland Empire CA	52,030	-89,029	62,865	17,492	-73,834	1,336,306
Jacksonville, FL	-63,329	-29,823	-127,748	-38,036	88,073	1,283,915
Kansas City, MO	-216,310	121,346	15,407	-114,019	-15,056	2,855,437
Las Vegas, NV	-44,500	-70,648	-235,713	-73,658	74,511	2,247,528
Long Island, NY	-1,881	76,612	-387,095	140,792	82,720	2,074,468
Los Angeles CBD	2,774	-422,034	-83,458	-754,235	-395,437	1,555,403
Los Angeles Non-CBD	-980,993	-1,244,533	-154,589	-444,890	137,474	12,853,372
Louisville, KY	67,582	-71,846	-2,967	48,119	61,157	838,591
Madison, WI	95,462	-131,567	-22,956	-128,368	11,492	627,607
Memphis, TN	127,064	204,929	156,430	53,268	-16,129	1,418,307
Miami, FL	-23,183	26,627	-6,228	122,435	-66,206	3,050,047
Milwaukee, WI	129,805	-507	-145,044	-103,664	-220,554	1,395,639
Minneapolis/St. Paul, MN	-764,457	191,380	-563,887	-851,418	-304,910	4,168,512
Nashville, TN	236,078	374,526	-50,244	91,804	679,868	3,311,341

U.S. Office Markets	Net Absorption					Leasing Activity**
	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024p	2024p
New Haven, CT	-17,897	69,360	487,848	-91,445	8,573	395,022
New Jersey - Central	-216,555	-1,727,443	269,935	-126,625	-21,308	3,616,685
New Jersey - Northern	-391,555	-778,030	-567,428	-82,373	-405,110	6,308,593
New Orleans, LA	16,711	-30,182	-501,546	316,779	-33,526	605,089
New York - Brooklyn	384,633	-324,054	-192,334	167,580	380,928	1,119,785
New York - Downtown	532,938	-878,458	-28,203	412,616	-733,526	2,734,299
New York - Midtown	1,132,457	-3,531,240	-613,059	-119,354	135,171	24,347,779
New York - Midtown South	-198,116	402,477	-307,414	-1,296,156	333,148	5,333,818
Northern VA	-90,666	-527,222	-686,911	-1,085,525	-144,998	7,371,112
Oakland/East Bay, CA*	-646,841	-612,155	-473,402	-548,103	-839,575	4,363,842
Oklahoma City, OK	166,479	3,345	-49,015	-141,813	-85,707	515,060
Omaha, NE	-32,514	-33,530	-3,536	-27,317	-68,964	1,005,717
Orange County, CA	18,931	-304,991	410,017	117,055	-430,537	9,317,637
Orlando, FL	-122,292	-57,151	-178,541	-54,083	19,520	2,605,988
Palm Beach, FL	-37,750	3,373	-32,607	-72,453	10,162	1,525,335
Philadelphia, PA	71,078	-532,844	264,320	28,264	-255,685	5,472,416
Phoenix, AZ	-169,666	-415,952	-320,427	-255,719	204,632	7,701,389
Pittsburgh, PA	-504,198	-261,217	8,868	290,168	-196,984	3,740,148
Portland, OR	-501,439	-798,442	-154,285	-222,573	-316,767	2,476,713
Providence, RI	-24,644	-150,322	7,664	-12,361	99,270	841,863
Puget Sound - Eastside	-929,241	821,253	441,768	-715,951	-216,157	3,310,618
Raleigh/Durham, NC	-65,893	-497,866	-543,831	-480,306	-214,213	3,328,021
Reno, NV	4,808	5,840	48,464	-69,665	153,377	850,884
Richmond, VA	-114,399	-312,593	-154,009	255,854	226,228	2,666,580
Roanoke, VA	19,199	-13,723	61,264	289,010	-5,928	141,801
Rochester, NY	-22,718	-19,103	-1,869	-51,249	-123,318	257,884
Sacramento, CA	-154,795	-7,047	41,848	-580,383	-294,793	2,988,454
Salt Lake City, UT	-181,424	-235,784	19,179	-79,848	255,013	4,715,989
San Antonio, TX	340,988	-158,977	9,181	94,173	104,499	2,755,719
San Diego, CA	363,531	-125,266	-150,583	-4,081	110,231	4,604,197
San Francisco, CA	-2,159,114	-625,509	-473,921	-920,709	117,850	7,727,088
San Francisco North Bay, CA	123,997	-124,222	-32,133	-164,213	-66,775	683,923
San Jose, CA*	220,589	460,120	-796,244	1,149,974	774,349	13,862,644
San Juan, PR	n/a	n/a	n/a	n/a	n/a	n/a
San Mateo County, CA*	-1,274,845	189,697	-579,348	601,648	-14,709	2,982,134
Savannah, GA	14,096	n/a	-33,354	-13,933	27,611	25,316
Seattle, WA	-586,600	-1,635,532	-538,529	-686,970	-284,224	3,262,901
Southern NH	73,321	-25,004	83,521	-176,131	-19,649	401,459
St. Louis, MO	81,798	-53,442	-134,168	-5,962	-301,119	2,506,344
St. Petersburg/Clearwater, FL	13,913	-160,537	66	-21,517	40,994	792,983
Suburban MD	-211,619	-133,242	-83,971	-416,382	-143,868	2,958,303
Syracuse, NY	-70,307	-813	-43,891	-86,038	-32,699	150,945
Tampa, FL	-160,642	88,559	105,645	211,425	159,235	3,867,851
Tucson, AZ	-29,539	-361,648	-74,503	37,242	6,405	810,541
Tulsa, OK	97,769	7,359	112,898	338,897	336,927	1,039,286
Washington, DC	-88,398	-392,182	-317,638	-133,322	-45,121	8,105,483
Westchester County, NY	129,646	-9,982	-146,637	-71,085	-98,554	1,214,711

p = preliminary, *Includes R&D, **Leasing activity includes renewals

VACANCY RATES Q4 2024

U.S. Office Markets	Q4 2023	Q1 2024	Overall Q2 2024	Q3 2024	Q4 2024p	Q4 2024p
United States	19.3%	19.9%	20.2%	20.7%	20.9%	18.3%
Northeast	19.4%	20.2%	20.5%	20.6%	20.9%	17.4%
Midwest	20.2%	20.7%	21.0%	21.7%	22.0%	20.3%
South	19.2%	19.6%	20.0%	20.2%	20.3%	18.5%
West	18.9%	19.5%	20.0%	20.9%	21.0%	17.7%

U.S. Office Markets	Overall					Direct
	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024p	Q4 2024p
Atlanta, GA	23.8%	24.4%	24.9%	25.0%	25.2%	22.9%
Austin, TX	27.3%	28.0%	29.0%	29.9%	29.8%	22.6%
Baltimore, MD	16.8%	16.4%	16.0%	16.7%	16.3%	14.8%
Binghamton, NY	6.7%	4.6%	4.1%	4.3%	4.3%	4.3%
Birmingham, AL	19.0%	18.4%	18.5%	20.0%	20.2%	17.4%
Boise, ID	9.7%	10.2%	10.3%	10.4%	10.6%	8.3%
Boston, MA	13.9%	15.4%	16.0%	16.5%	17.0%	13.7%
Buffalo, NY	18.2%	17.9%	20.3%	20.9%	21.1%	19.1%
Charleston, SC	8.9%	8.8%	8.2%	7.8%	7.5%	5.7%
Charlotte, NC	23.7%	24.3%	25.0%	25.3%	24.6%	20.9%
Chicago, IL	21.6%	22.7%	23.3%	24.1%	25.1%	23.7%
Cincinnati, OH	25.3%	25.2%	25.1%	25.6%	26.1%	23.7%
Cleveland, OH	10.8%	10.9%	11.0%	11.0%	10.6%	9.8%
Colorado Springs, CO	10.5%	10.1%	9.5%	9.7%	9.5%	8.5%
Columbia, SC	7.6%	7.3%	7.3%	8.0%	7.9%	7.2%
Columbus, OH	23.8%	24.1%	24.1%	24.7%	24.1%	20.3%
Dallas, TX	22.9%	23.9%	24.8%	25.5%	26.2%	24.3%
Denver, CO	22.3%	23.4%	24.3%	24.7%	25.0%	22.1%
Des Moines, IA	15.9%	18.9%	19.0%	20.0%	20.0%	19.6%
Detroit, MI	19.0%	19.8%	20.0%	21.6%	22.0%	20.5%
El Paso, TX	10.7%	10.9%	11.8%	11.6%	11.6%	10.9%
Fairfield County, CT	28.7%	27.8%	28.0%	27.5%	29.0%	24.4%
Fort Lauderdale, FL	15.4%	15.9%	15.3%	15.4%	15.2%	14.3%
Fort Myers/Naples, FL	4.1%	4.7%	4.7%	4.4%	4.5%	3.3%
Fort Worth, TX	12.1%	12.3%	13.2%	13.5%	13.1%	12.8%
Fredericksburg, VA	6.6%	7.7%	7.9%	6.9%	7.0%	6.7%
Greensboro/Winston-Salem, NC	12.2%	12.2%	12.0%	12.2%	12.0%	11.2%
Greenville, SC	11.1%	11.6%	12.3%	11.6%	11.0%	9.8%
Hampton Roads, VA	10.0%	10.7%	10.5%	10.3%	9.7%	9.3%
Hartford, CT	23.6%	23.5%	23.4%	23.3%	23.0%	20.8%
Houston, TX	25.1%	25.1%	25.4%	25.4%	25.5%	23.9%
Indianapolis, IN	22.3%	22.6%	22.6%	22.9%	22.8%	20.7%
Inland Empire CA	8.8%	9.3%	9.0%	8.9%	9.2%	8.9%
Jacksonville, FL	21.2%	21.3%	21.9%	21.6%	21.3%	19.1%
Kansas City, MO	21.7%	21.8%	21.7%	21.6%	21.4%	18.7%
Las Vegas, NV	12.5%	13.0%	14.0%	14.3%	14.1%	13.3%
Long Island, NY	14.0%	14.0%	15.1%	14.7%	14.5%	10.9%
Los Angeles CBD	25.8%	27.4%	27.7%	30.4%	31.8%	29.6%
Los Angeles Non-CBD	22.2%	22.9%	23.4%	23.7%	23.8%	20.7%
Louisville, KY	16.0%	16.2%	16.2%	16.0%	15.7%	15.6%
Madison, WI	10.9%	10.6%	10.3%	11.3%	10.8%	10.8%
Memphis, TN	17.3%	17.1%	17.1%	16.4%	16.7%	15.8%
Miami, FL	14.5%	14.8%	14.9%	15.8%	16.1%	15.9%
Milwaukee, WI	22.9%	22.9%	22.9%	23.5%	24.7%	24.7%
Minneapolis/St. Paul, MN	27.2%	27.0%	28.0%	29.0%	29.3%	26.2%
Nashville, TN	16.2%	15.6%	15.6%	15.4%	15.4%	13.1%

U.S. Office Markets	Overall					Direct
	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024p	Q4 2024p
New Haven, CT	16.8%	16.2%	15.8%	16.6%	16.5%	16.3%
New Jersey - Central	20.9%	23.1%	22.8%	22.9%	22.9%	19.5%
New Jersey - Northern	21.8%	22.4%	23.0%	22.9%	23.1%	19.0%
New Orleans, LA	10.9%	10.8%	12.4%	11.7%	11.6%	10.9%
New York - Brooklyn	22.2%	23.5%	24.2%	23.6%	24.0%	22.0%
New York - Downtown	22.9%	23.9%	24.0%	23.5%	24.3%	17.4%
New York - Midtown	21.0%	22.1%	22.4%	22.3%	22.3%	17.8%
New York - Midtown South	22.5%	23.4%	23.9%	25.7%	25.8%	21.8%
Northern VA	22.1%	22.5%	23.3%	24.2%	24.2%	23.3%
Oakland/East Bay, CA*	16.8%	17.4%	17.9%	18.6%	19.5%	15.8%
Oklahoma City, OK	25.6%	24.5%	25.1%	25.9%	26.5%	25.6%
Omaha, NE	11.7%	13.3%	13.3%	13.3%	13.7%	13.3%
Orange County, CA	18.4%	18.8%	18.4%	18.3%	18.8%	17.0%
Orlando, FL	16.2%	16.4%	16.9%	17.0%	17.0%	14.7%
Palm Beach, FL	12.2%	12.1%	12.3%	12.4%	13.8%	13.0%
Philadelphia, PA	18.9%	19.6%	19.2%	19.4%	19.6%	17.4%
Phoenix, AZ	27.2%	27.7%	28.1%	28.8%	28.5%	23.0%
Pittsburgh, PA	16.7%	17.0%	17.1%	16.8%	17.5%	16.3%
Portland, OR	19.3%	20.7%	20.8%	21.2%	21.7%	19.9%
Providence, RI	12.3%	12.6%	12.7%	12.6%	12.6%	10.1%
Puget Sound - Eastside	16.2%	17.0%	17.6%	19.3%	19.9%	15.1%
Raleigh/Durham, NC	19.6%	21.1%	22.5%	24.0%	24.3%	18.1%
Reno, NV	12.5%	12.0%	11.1%	11.6%	10.6%	8.9%
Richmond, VA	10.9%	12.5%	12.6%	12.2%	12.1%	11.1%
Roanoke, VA	8.8%	8.5%	8.1%	5.4%	5.6%	5.6%
Rochester, NY	22.6%	22.8%	21.1%	21.4%	22.1%	22.1%
Sacramento, CA	14.1%	14.0%	13.9%	14.7%	15.2%	13.7%
Salt Lake City, UT	24.3%	25.0%	24.9%	25.3%	24.8%	20.1%
San Antonio, TX	16.4%	16.3%	16.6%	16.2%	16.5%	15.7%
San Diego, CA	14.1%	13.9%	14.6%	14.6%	14.6%	13.3%
San Francisco, CA	31.8%	32.8%	33.3%	34.4%	34.2%	26.5%
San Francisco North Bay, CA	11.4%	12.0%	12.2%	13.0%	13.3%	11.7%
San Jose, CA*	13.1%	13.4%	13.7%	16.8%	16.4%	12.2%
San Juan, PR	11.9%	12.2%	12.0%	12.5%	12.4%	12.4%
San Mateo County, CA*	20.9%	20.5%	22.3%	21.4%	21.4%	15.8%
Savannah, GA	4.3%	4.3%	5.3%	5.6%	4.9%	4.9%
Seattle, WA	23.5%	26.2%	27.8%	29.0%	30.0%	26.2%
Southern NH	9.2%	9.3%	9.2%	10.4%	10.5%	8.0%
St. Louis, MO	16.5%	16.6%	17.0%	16.9%	17.3%	15.3%
St. Petersburg/Clearwater, FL	17.0%	18.6%	18.6%	18.1%	17.9%	16.2%
Suburban MD	20.9%	21.5%	21.6%	22.3%	22.6%	22.0%
Syracuse, NY	13.5%	13.5%	13.8%	14.4%	14.5%	14.2%
Tampa, FL	22.6%	22.3%	22.0%	21.3%	20.7%	16.2%
Tucson, AZ	8.8%	9.9%	10.3%	10.1%	10.2%	9.4%
Tulsa, OK	10.4%	11.0%	10.5%	9.8%	9.2%	9.1%
Washington, DC	20.8%	21.1%	21.6%	21.8%	21.9%	21.0%
Westchester County, NY	26.3%	26.3%	26.9%	27.2%	27.7%	26.0%

p = preliminary, *Includes R&D, **Leasing activity includes renewals

ASKING RENTS Q4 2024

U.S. Office Markets	Overall (All Classes)					Class A
	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024p	Q4 2024p
United States	\$37.41	\$37.61	\$37.75	\$38.22	\$38.20	\$43.35
Northeast	\$47.32	\$47.64	\$47.79	\$47.96	\$47.81	\$53.05
Midwest	\$26.77	\$27.15	\$27.39	\$27.38	\$27.36	\$30.97
South	\$32.80	\$33.05	\$33.25	\$33.40	\$33.63	\$37.88
West	\$40.65	\$40.35	\$40.35	\$41.76	\$41.58	\$47.67

U.S. Office Markets	Overall (All Classes)					Class A
	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024p	Q4 2024p
Atlanta, GA	\$31.81	\$31.83	\$32.02	\$31.96	\$32.53	\$35.27
Austin, TX	\$47.08	\$47.45	\$47.26	\$47.26	\$47.45	\$50.84
Baltimore, MD	\$25.01	\$25.23	\$25.35	\$25.66	\$25.61	\$27.96
Binghamton, NY	\$13.21	\$13.50	\$16.81	\$16.81	\$16.81	\$15.63
Birmingham, AL	\$21.03	\$21.36	\$21.35	\$21.95	\$22.01	\$23.85
Boise, ID	\$22.98	\$23.29	\$23.41	\$23.47	\$23.16	\$24.97
Boston, MA	\$45.85	\$46.61	\$47.24	\$47.10	\$47.48	\$51.19
Buffalo, NY	\$17.70	\$17.70	\$18.50	\$18.50	\$18.50	\$23.60
Charleston, SC	\$30.34	\$30.10	\$30.94	\$30.64	\$30.16	\$32.94
Charlotte, NC	\$33.42	\$33.44	\$34.23	\$34.08	\$34.30	\$37.07
Chicago, IL	\$34.86	\$35.51	\$35.84	\$35.76	\$35.43	\$41.67
Cincinnati, OH	\$20.39	\$20.48	\$20.61	\$20.77	\$21.01	\$23.49
Cleveland, OH	\$19.80	\$19.60	\$19.51	\$19.44	\$19.60	\$21.65
Colorado Springs, CO	\$25.78	\$26.28	\$26.03	\$25.61	\$25.65	\$29.44
Columbia, SC	\$19.61	\$19.62	\$19.69	\$19.14	\$19.24	\$22.57
Columbus, OH	\$21.41	\$21.35	\$21.84	\$21.66	\$21.78	\$23.30
Dallas, TX	\$31.38	\$32.21	\$32.65	\$32.85	\$33.01	\$38.25
Denver, CO	\$32.62	\$32.75	\$32.94	\$32.95	\$32.80	\$36.51
Des Moines, IA	\$19.57	\$19.88	\$19.90	\$19.96	\$19.96	\$21.57
Detroit, MI	\$20.17	\$20.56	\$20.59	\$20.32	\$20.16	\$21.13
El Paso, TX	\$19.50	\$19.50	\$19.50	\$19.50	\$19.50	\$26.00
Fairfield County, CT	\$34.44	\$34.79	\$34.47	\$34.46	\$34.37	\$36.66
Fort Lauderdale, FL	\$39.36	\$39.94	\$40.65	\$40.93	\$41.16	\$46.04
Fort Myers/Naples, FL	\$26.59	\$29.05	\$26.40	\$24.56	\$23.51	\$25.00
Fort Worth, TX	\$27.35	\$27.18	\$26.68	\$26.69	\$26.65	\$32.50
Fredericksburg, VA	\$24.71	\$25.26	\$25.72	\$25.91	\$25.91	\$27.35
Greensboro/Winston-Salem, NC	\$18.89	\$18.98	\$18.89	\$19.20	\$19.31	\$21.50
Greenville, SC	\$22.90	\$23.53	\$23.67	\$23.60	\$23.34	\$26.32
Hampton Roads, VA	\$22.27	\$22.22	\$22.55	\$22.33	\$22.17	\$23.34
Hartford, CT	\$21.11	\$21.24	\$21.25	\$21.28	\$21.28	\$22.59
Houston, TX	\$31.44	\$31.35	\$31.33	\$31.19	\$31.09	\$37.70
Indianapolis, IN	\$21.74	\$21.65	\$21.84	\$21.88	\$21.78	\$24.29
Inland Empire CA	\$26.75	\$26.84	\$26.97	\$26.73	\$26.87	\$30.41
Jacksonville, FL	\$22.68	\$22.90	\$22.64	\$22.69	\$22.71	\$24.47
Kansas City, MO	\$22.32	\$22.58	\$22.61	\$22.80	\$22.81	\$24.96
Las Vegas, NV	\$27.31	\$27.80	\$28.38	\$28.46	\$28.49	\$35.65
Long Island, NY	\$32.15	\$32.50	\$32.66	\$32.97	\$32.79	\$35.31
Los Angeles CBD	\$44.60	\$46.20	\$46.17	\$46.96	\$47.05	\$49.24
Los Angeles Non-CBD	\$41.35	\$40.89	\$41.01	\$41.50	\$41.95	\$45.04
Louisville, KY	\$18.80	\$18.90	\$18.85	\$18.74	\$18.76	\$20.45
Madison, WI	\$23.21	\$23.59	\$23.90	\$23.98	\$23.65	\$25.69
Memphis, TN	\$19.16	\$19.33	\$19.08	\$19.39	\$19.45	\$24.37
Miami, FL	\$52.31	\$54.60	\$56.18	\$56.55	\$57.91	\$65.14
Milwaukee, WI	\$22.13	\$22.30	\$22.33	\$22.31	\$22.32	\$26.54
Minneapolis/St. Paul, MN	\$28.61	\$28.59	\$28.82	\$28.99	\$29.10	\$33.25
Nashville, TN	\$34.61	\$34.30	\$34.48	\$34.96	\$36.60	\$40.61

U.S. Office Markets	Overall (All Classes)					Class A
	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024p	Q4 2024p
New Haven, CT	\$23.72	\$23.34	\$23.47	\$23.44	\$23.45	\$22.88
New Jersey - Central	\$28.35	\$28.38	\$28.71	\$29.06	\$29.41	\$33.18
New Jersey - Northern	\$32.52	\$32.88	\$33.24	\$33.77	\$34.10	\$37.14
New Orleans, LA	\$20.01	\$19.95	\$20.67	\$20.17	\$20.14	\$20.68
New York - Brooklyn	\$56.54	\$53.39	\$53.58	\$53.58	\$53.13	\$59.33
New York - Downtown	\$55.92	\$55.87	\$55.71	\$55.69	\$55.54	\$59.22
New York - Midtown	\$77.98	\$78.37	\$78.09	\$78.53	\$78.15	\$86.27
New York - Midtown South	\$78.89	\$78.42	\$79.35	\$78.31	\$77.19	\$94.99
Northern VA	\$35.66	\$35.82	\$35.71	\$35.67	\$35.65	\$37.98
Oakland/East Bay, CA*	\$41.31	\$40.41	\$40.20	\$40.35	\$39.79	\$44.05
Oklahoma City, OK	\$22.05	\$18.27	\$18.44	\$19.09	\$19.14	\$23.02
Omaha, NE	\$26.55	\$26.84	\$26.30	\$27.06	\$27.46	\$32.47
Orange County, CA	\$34.45	\$34.45	\$34.40	\$34.48	\$34.58	\$37.42
Orlando, FL	\$27.47	\$27.54	\$27.39	\$27.48	\$27.54	\$30.14
Palm Beach, FL	\$46.12	\$46.26	\$46.20	\$46.42	\$50.89	\$62.12
Philadelphia, PA	\$29.07	\$28.99	\$29.03	\$29.29	\$29.44	\$31.51
Phoenix, AZ	\$29.42	\$29.83	\$29.66	\$29.84	\$29.72	\$35.00
Pittsburgh, PA	\$25.49	\$25.01	\$24.91	\$24.67	\$24.95	\$28.19
Portland, OR	\$33.50	\$33.58	\$33.83	\$33.77	\$33.61	\$38.45
Providence, RI	\$21.68	\$21.76	\$21.73	\$22.12	\$21.91	\$34.47
Puget Sound - Eastside	\$43.72	\$43.59	\$44.25	\$44.92	\$44.63	\$47.68
Raleigh/Durham, NC	\$29.38	\$30.09	\$30.60	\$31.30	\$31.17	\$32.12
Reno, NV	\$22.56	\$22.68	\$22.56	\$22.92	\$22.44	\$27.00
Richmond, VA	\$21.30	\$21.25	\$21.22	\$21.25	\$21.10	\$22.86
Roanoke, VA	\$21.00	\$21.05	\$20.72	\$20.48	\$19.66	\$23.15
Rochester, NY	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50	\$21.00
Sacramento, CA	\$26.61	\$26.67	\$26.58	\$26.47	\$26.54	\$29.91
Salt Lake City, UT	\$25.86	\$25.91	\$25.59	\$25.41	\$25.56	\$29.07
San Antonio, TX	\$23.33	\$23.60	\$23.75	\$23.99	\$24.05	\$27.56
San Diego, CA	\$40.90	\$40.51	\$40.98	\$40.86	\$40.86	\$47.13
San Francisco, CA	\$70.06	\$69.59	\$68.35	\$67.78	\$66.86	\$71.26
San Francisco North Bay, CA	\$35.26	\$34.35	\$32.96	\$33.16	\$33.02	\$33.74
San Jose, CA*	\$43.36	\$42.35	\$41.97	\$53.02	\$52.00	\$63.52
San Juan, PR	\$20.43	\$20.56	\$20.59	\$20.79	\$20.60	\$20.88
San Mateo County, CA*	\$70.93	\$69.65	\$70.33	\$69.86	\$71.47	\$77.04
Savannah, GA	\$25.16	\$25.16	\$25.60	\$26.45	\$26.93	\$30.38
Seattle, WA	\$45.78	\$45.10	\$45.14	\$45.20	\$45.35	\$49.90
Southern NH	\$22.93	\$24.18	\$24.32	\$23.65	\$23.58	\$25.05
St. Louis, MO	\$23.21	\$23.17	\$23.08	\$22.90	\$22.65	\$24.36
St. Petersburg/Clearwater, FL	\$25.77	\$25.64	\$25.85	\$26.55	\$26.83	\$27.72
Suburban MD	\$30.96	\$31.03	\$31.20	\$31.35	\$31.35	\$34.94
Syracuse, NY	\$16.90	\$16.92	\$17.00	\$17.07	\$17.18	\$17.44
Tampa, FL	\$30.94	\$30.98	\$31.06	\$31.39	\$31.72	\$35.03
Tucson, AZ	\$22.84	\$23.54	\$23.43	\$23.97	\$24.40	\$25.69
Tulsa, OK	\$17.62	\$17.72	\$18.30	\$18.06	\$17.95	\$21.00
Washington, DC	\$55.06	\$55.19	\$55.11	\$54.71	\$54.76	\$61.23
Westchester County, NY	\$30.55	\$30.57	\$30.47	\$30.46	\$30.46	\$31.05

p = preliminary, *Includes R&D, **Leasing activity includes renewals

INVENTORY Q4 2024

U.S. Office Markets	Inventory	Deliveries 2024	Under Construction as of Q4 2024
United States	5,456,808,990	32,607,762	29,343,471
Northeast	1,295,758,186	6,948,954	5,734,034
Midwest	795,157,820	2,154,652	3,737,267
South	1,849,444,549	13,139,642	11,595,504
West	1,516,448,435	10,364,514	8,276,666

U.S. Office Markets	Inventory	Deliveries 2024	Under Construction as of Q4 2024p
Atlanta, GA	158,886,236	1,394,197	450,000
Austin, TX	66,554,708	2,843,147	1,900,197
Baltimore, MD	78,860,718	203,781	912,985
Binghamton, NY	4,206,101	0	0
Birmingham, AL	18,697,001	48,750	24,000
Boise, ID	17,262,245	0	141,896
Boston, MA	198,208,448	2,004,492	1,159,230
Buffalo, NY	22,745,439	0	0
Charleston, SC	21,039,680	0	88,000
Charlotte, NC	55,944,533	380,201	839,220
Chicago, IL	240,762,376	632,032	369,008
Cincinnati, OH	33,226,837	15,000	69,161
Cleveland, OH	92,310,126	275,000	1,800,091
Colorado Springs, CO	30,621,729	0	0
Columbia, SC	22,211,061	0	0
Columbus, OH	35,507,306	281,100	254,067
Dallas, TX	220,998,141	2,514,928	2,060,626
Denver, CO	122,458,882	1,609,316	811,319
Des Moines, IA	17,049,126	28,566	0
Detroit, MI	102,656,928	0	705,600
El Paso, TX	20,459,355	66,970	127,712
Fairfield County, CT	37,551,184	0	90,000
Fort Lauderdale, FL	26,402,017	0	174,790
Fort Myers/Naples, FL	22,767,274	0	7,000
Fort Worth, TX	18,702,306	0	0
Fredericksburg, VA	8,153,700	0	6,477
Greensboro/Winston-Salem, NC	35,572,100	0	100,000
Greenville, SC	21,971,567	118,000	0
Hampton Roads, VA	35,524,602	198,597	126,197
Hartford, CT	25,051,560	0	0
Houston, TX	185,286,272	386,323	492,345
Indianapolis, IN	39,674,875	117,360	326,656
Inland Empire CA	21,227,042	0	0
Jacksonville, FL	21,784,029	0	143,000
Kansas City, MO	52,778,892	190,380	201,504
Las Vegas, NV	42,507,616	464,541	161,823
Long Island, NY	36,259,803	0	0
Los Angeles CBD	27,797,027	0	0
Los Angeles Non-CBD	186,050,373	695,768	2,107,100
Louisville, KY	20,478,214	0	44,000
Madison, WI	16,372,279	0	0
Memphis, TN	27,726,189	0	0
Miami, FL	40,005,317	811,367	1,031,269
Milwaukee, WI	31,001,180	61,779	0
Minneapolis/St. Paul, MN	80,998,997	375,666	0
Nashville, TN	50,538,340	868,288	1,431,357

U.S. Office Markets	Inventory	Deliveries 2024	Under Construction as of Q4 2024p
New Haven, CT	11,410,709	525,000	0
New Jersey - Central	81,218,043	19,000	173,572
New Jersey - Northern	107,981,604	0	340,000
New Orleans, LA	28,493,938	35,425	0
New York - Brooklyn	30,720,166	735,000	0
New York - Downtown	85,495,030	0	0
New York - Midtown	261,357,539	0	3,031,186
New York - Midtown South	72,420,930	1,744,284	349,348
Northern VA	132,570,930	540,071	163,331
Oakland/East Bay, CA*	97,520,471	0	0
Oklahoma City, OK	14,322,170	0	115,000
Omaha, NE	19,321,214	119,335	11,180
Orange County, CA	91,107,919	0	277,079
Orlando, FL	36,591,472	0	0
Palm Beach, FL	23,666,117	375,007	266,549
Philadelphia, PA	134,145,524	813,000	544,698
Phoenix, AZ	91,153,173	461,358	479,222
Pittsburgh, PA	95,105,495	642,889	0
Portland, OR	58,856,522	0	639,899
Providence, RI	25,754,988	0	n/a
Puget Sound - Eastside	40,148,598	2,115,926	482,300
Raleigh/Durham, NC	57,529,306	1,229,288	0
Reno, NV	10,257,302	0	141,117
Richmond, VA	37,891,267	212,861	269,771
Roanoke, VA	10,502,480	0	0
Rochester, NY	13,981,230	366,489	0
Sacramento, CA	68,288,304	0	569,000
Salt Lake City, UT	51,948,556	215,675	180,000
San Antonio, TX	51,352,627	265,700	182,000
San Diego, CA	71,894,506	614,466	581,876
San Francisco, CA	86,367,606	285,762	0
San Francisco North Bay, CA	20,765,056	0	0
San Jose, CA*	226,091,246	2,155,272	1,117,102
San Juan, PR	10,312,067	0	n/a
San Mateo County, CA*	40,291,163	454,163	537,000
Savannah, GA	3,758,560	0	22,454
Seattle, WA	67,941,222	1,249,701	0
Southern NH	15,327,182	78,020	0
St. Louis, MO	50,546,810	87,000	0
St. Petersburg/Clearwater, FL	9,566,864	0	44,434
Suburban MD	59,625,733	276,000	0
Syracuse, NY	13,840,396	20,780	46,000
Tampa, FL	31,049,598	0	131,790
Tucson, AZ	28,842,751	14,000	49,933
Tulsa, OK	50,696,637	49,959	56,000
Washington, DC	112,951,423	320,782	385,000
Westchester County, NY	22,976,815	0	0

p = preliminary, *Includes R&D, **Leasing activity includes renewals

METHODOLOGY

Cushman & Wakefield’s quarterly estimates are derived from a variety of data sources, including its own proprietary database, and historical data from third party data sources. The market statistics are calculated from a base building inventory made up of office properties deemed to be competitive in the local office markets. Generally, owner-occupied and federally-owned buildings are not included. Single tenant buildings and privately-owned buildings in which the federal government leases space are included. Older buildings unfit for occupancy or ones that require substantial renovation before tenancy are generally not included in the competitive inventory. The inventory is subject to revisions due to resampling. Vacant space is defined as space that is available immediately or imminently after the end of the quarter. Sublet space still occupied by the tenant is not counted as available space. The figures provided for the current quarter are preliminary, and all information contained in the report is subject to correction of errors and revisions based on additional data received.

EXPLANATION OF TERMS

Total Inventory: The total amount of office space (in buildings of a predetermined size by market) that can be rented by a third party.

Overall Vacancy Rate: The amount of unoccupied space (new, relet, and sublet) expressed as a percentage of total inventory.

Direct Vacancy Rate: The amount of unoccupied space available directly through the landlord, excludes sublease space.

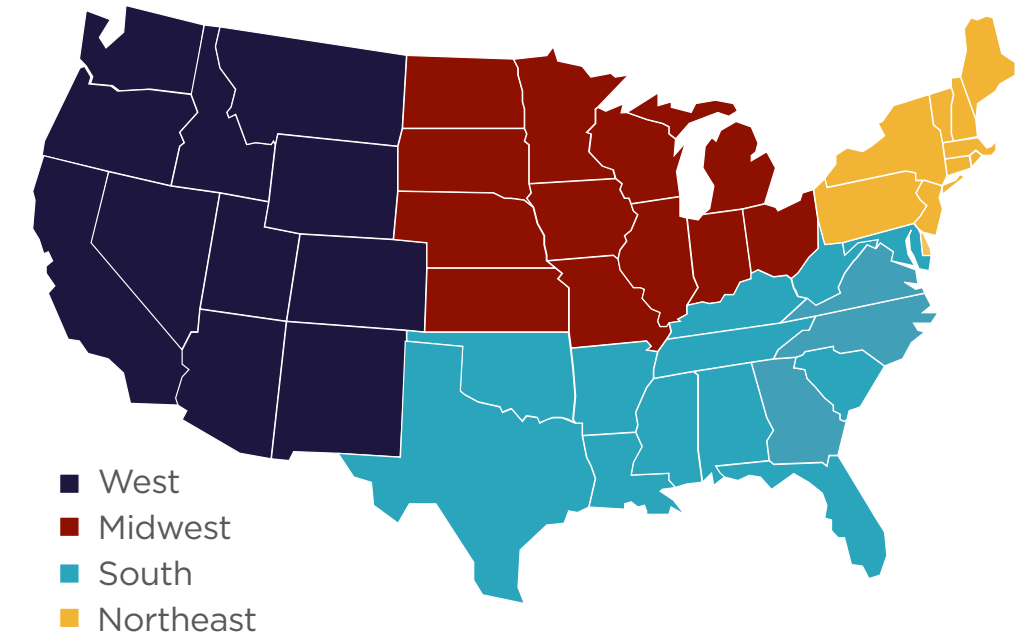
Absorption: The net change in occupied space between two points in time. (Total occupied space in the present quarter minus total occupied space from the previous quarter, quoted on a net, not gross, basis.)

Leasing Activity: The sum of all leases over a period of time. This includes pre-leasing activity as well as expansions. It does include renewals.

Overall Weighted Asking Rents: Gross average asking rents weighted by the amount of available direct and sublease space in Class A, B and C properties.

Class A Asking Rents: Gross average asking rents weighted by the amount of available Class A direct and sublease space.

REGIONAL MAP



A CUSHMAN & WAKEFIELD RESEARCH PUBLICATION

Cushman & Wakefield (NYSE: CWK) is a leading global commercial real estate services firm for property owners and occupiers with approximately 52,000 employees in nearly 400 offices and 60 countries. In 2023, the firm reported revenue of \$9.5 billion across its core services of property, facilities and project management, leasing, capital markets, and valuation and other services. It also receives numerous industry and business accolades for its award-winning culture and commitment to Diversity, Equity and Inclusion (DEI), sustainability and more. For additional information, visit www.cushmanwakefield.com.

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