



FROM THE PRESIDENT

SEPTEMBER 2026



By James Abrams
President
Dayton BOMA

As summer winds down and the first signs of fall arrive, I hope this letter finds you well. This season brings familiar transitions as children return to school, young adults begin new chapters at college, and families settle into new routines. It is a time of renewed energy and new opportunities.

A highlight of the summer was attending the 2026 BOMA International Conference & Expo in Long Beach, California, where I was honored to represent Dayton BOMA. The conference provided an excellent opportunity to learn about BOMA International's advocacy and government affairs initiatives impacting the commercial real estate industry. I also enjoyed participating in committee meetings, attending educational programs, and exchanging ideas with BOMA members from across the country. I returned with a greater appreciation for the work being done on behalf of our industry and a continued desire to find new ways to benefit our local association.

I would also like to recognize the success of the 41st Annual Dayton BOMA Golf Outing at Walnut Grove Country Club. The outing once again provided a wonderful opportunity for members and industry partners to connect, build relationships, and enjoy a great day together. Thank you to our Golf Committee, sponsors, volunteers, and everyone who contributed their time and resources to make the event

possible. A special thank you to Nancy for her outstanding work planning and coordinating the outing. Events like these do not happen without the dedication of many individuals, and their efforts help make the Golf Outing a tradition we look forward to each year and an important part of strengthening the Dayton BOMA community.

As we enter the final months of the year, I would like to express my sincere appreciation for the continued engagement and support of our membership. The strength of Dayton BOMA comes from the commitment of our members, volunteers, Board of Directors, and industry partners. Whether you attend an event, support BOMA's advocacy efforts, or connect with fellow professionals, your involvement helps make our organization stronger.

We are always seeking ways to enhance member engagement and strengthen our association. If you have ideas for committees, programs, or initiatives that could encourage greater collaboration, professional development, or interest among current and prospective members, I encourage you to share them. Please feel free to reach out to Nancy or any member of the Board as we continue working together to grow Dayton BOMA.

As we move into the fall season, I encourage each of you to remain engaged, attend our upcoming events, and continue building the relationships that make Dayton BOMA such a respected organization. Together, we are not only advancing our industry but also strengthening the professional community that supports it.

Thank you for your continued membership, participation, and support. I look forward to seeing you at our upcoming events and programs.

UPCOMING SPEAKERS AND EVENTS

This year we've approached our monthly membership meetings in a different way. In an effort to have more of you join us monthly, we will be incorporating a few breakfast meetings and networking events in place of our luncheons.

If you'd like to recommend a future speaker, topic or tour, please contact Nancy Ferrara at nancy@bomadayton.org or give her a call at (937) 299-2662.

Tuesday, September 8th –
We'll be taking a tour of the Deneau Tower this month with an After Hours Event to follow at The Hilton Garden Grille at the Arcade. The event will begin at 4pm.

Thursday, October 22nd –
Be sure to mark your calendar for an evening at the America's Packard Museum, one of Dayton's most unique venues. The reception will begin at 5:30 and conclude by 8pm.

Monday, July 26, 2027 –
Be sure to mark your calendar for our 42nd Annual Dayton BOMA Golf Outing to be held at Walnut Grove Country Club in 2027.

OUR VISION

BOMA will be the partner individuals in the commercial real estate industry choose to maximize value for their careers, organizations and assets.



DAYTON BOMA BOARD

President:

James Abrams,
Culmen Real Estates Services

Past President:

Jennifer Blair, Huber Management

Vice President:

Maureen Bereda,
Synergy Building Systems

Secretary/Treasurer:

Kimberly Carroll, Olymbec, USA

Principal Director:

Mike Croucher, Crest Commercial Realty

Principal Director:

Phillip Malone, Colliers

Principal Director:

Vickie Vanderhorst,
Turner Property Services Group

Associate Director:

Bob Denny,
ASSA ABLOY Entrance Systems

Associate Director:

Emily Griggs, Otis

Associate Director:

Terry Williams, Environment Control

BOMA INTERNATIONAL RELEASES LEGIONELLA GUIDANCE FOLLOWING NEW YORK CITY OUTBREAK

In response to the recent Legionnaires' disease outbreak in New York, BOMA International is highlighting resources and guidance to help commercial owners and managers assess risks, strengthen water management practices, and prevent the spread of Legionella bacteria.

According to New York City health officials, the source of the outbreak has been identified and remediated following extensive testing and disinfection efforts. The outbreak resulted in dozens of reported cases and several deaths, underscoring the importance of proactive building water system management.

"While health officials have contained the immediate threat, this outbreak serves as an important reminder that Legionella prevention requires ongoing vigilance," said Chair & Chief Elected Officer of BOMA International, Kjersten Jaeb, BOMA Fellow, RPA®, LEED GA. "Building owners and managers play a critical role in maintaining safe water systems, and BOMA is committed to providing the resources needed to support those efforts."

Legionnaires' disease is a serious form of pneumonia caused by Legionella bacteria. The disease is not spread from person to person and cannot be contracted through drinking water. Infection occurs when individuals inhale aerosolized water droplets containing the bacteria, which can develop in building systems, including cooling towers, hot water systems, decorative fountains, and other water features.

Although the recent outbreak occurred in New York City, Legionella risk management is a concern for building owners and operators nationwide. To support the commercial real estate industry, BOMA International offers comprehensive guidance and best practices for preventing, identifying, and responding to Legionella-related risks.

BOMA's Legionella Guidance Document can be found at <https://boma.org/resource/guidance-on-legionella-legionnaires-disease/>.

OUR MISSION

To advance a vibrant, commercial real estate industry through advocacy, influence and knowledge.



STAY CONNECTED WITH THE BOMA APP

The BOMA App is your hub for everything BOMA, including each year's annual conference app and quick links to BOMA resources, allowing you to stay informed on the go. Just search "BOMA App" in the iTunes Store or Google Play.



YOU HAVE QUESTIONS. BOMI HAS ANSWERS

As the most trusted source for education in the commercial real estate industry, BOMI has the tools you need to succeed in your career.



97% of BOMI learners improved their job performance and overall career with BOMI

Study anytime, anywhere, and at whatever pace makes sense for your lifestyle with online self-paced courses. The online BOMI learning platform makes it easy to learn and includes your interactive digital book, key concept reviews, review quizzes, practice exams, and even your final course exam. Anywhere you have the internet, you have your BOMI digital classroom.

Take action for your career and sign up for an online self-paced course today! For more information go to <https://boma.org/osp/>

MANUFACTURERS ARE AHEAD OF THE CURVE IN AI READINESS

New study found they are closing AI skill gaps higher than any major sector

Amy Bryson, August 2026

Navigating the hype around industrial AI can overwhelm some manufacturers. It's hard to determine where tangible value exists or, for those on the fence about AI adoption, how to get started. It also takes a concerted effort to equip an existing workforce with new skills needed to work with AI-enabled systems. But, despite those challenges, there is some good news.

A new study conducted by Workera, an AI-powered platform that measures, verifies and develops workforce competency, reveals that manufacturers earn high marks for closing AI skill gaps — and they close them faster than any other major sector. Drawing on more than 88,000 assessments among global manufacturing leaders, the data showed that those who committed to structured upskilling efforts achieved 79% readiness, exceeding the 75% threshold associated with successful skills transformation.

Putting People First

Recent Deloitte research, based on interviews with 100 C-suite leaders, shows that most organizations (59%) take a tech-focused approach to AI. That is a cautionary tale. A tech-focused approach makes it almost twice as likely that AI investments will not see a strong return compared to those that take a human-centric approach, which involves skills assessment, training and upskilling.

Deloitte's 2026 Global Human Capital Trends report supports the notion that achieving a competitive advantage is less about technology differentiation and more by cultivating "the human edge." The report says, "Technology — especially something as increasingly ubiquitous as AI — is replicable. People aren't. Humans create competitive differentiation through adaptivity, creativity and judgment amid uncertainty and change. When it comes to AI, value is unlocked through a reimagining of work that brings the best of humans and machines together in concert."

Upskilling for the Win

Some of the most important hard and soft skills manufacturing teams need to successfully work with — and see value in — AI include:

- **Data Analysis and Interpretation:** Workers must be able to interpret real-time sensor data generated on the shop floor.
- **Robotics and Automation:** Employees are increasingly required to safely operate and troubleshoot alongside collaborative robots (cobots) and AI-driven machinery.
- **Critical Thinking:** While AI can make recommendations based on real-time and accurate data, it cannot fix a jammed line or a misaligned component. Strong problem-solving skills are needed to address unexpected physical and technical challenges.

- **AI Literacy:** Employees must understand how to effectively interact with systems to extract insights from data and generate relevant reports.
- **Continuous Learning:** Smart technologies evolve quickly, and teams need to demonstrate an aptitude and willingness to continually learn and upgrade their skills.
- **Empathy and Oversight:** In an AI-driven environment, uniquely human skills, such as cross-team collaboration, critical thinking, creativity and emotional intelligence will be valued, no matter how good the AI is.

A human-centric approach allows manufacturers to shift toward value creation rather than tech for tech's sake. This means evolving functions and investing in upskilling.

With a retiring workforce and new employees entering advanced manufacturing environments, human capacity itself is at risk of becoming scarce. By elevating the need to invest where humans create unique and irreplaceable value, organizations that succeed won't be those that deploy AI the fastest, but those that ensure their workforce is prepared with the tools, training and knowledge to be successful. That is certainly smart thinking.

Celebrating Our 55th Year
www.houserasphaltconcrete.com

**Asphalt
&
Concrete**

**New Installation
& Maintenance**

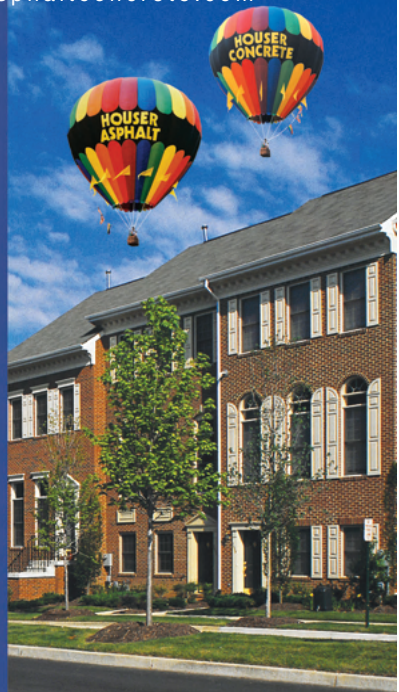
Driveway Parking Lot
Sidewalk & Steps
Approaches & Drainage
Sealcoating
Repairs & Striping

We are Licensed & Bonded

937-223-9207
1-800-319-1114

BBB Accredited Business
Houser Asphalt & Concrete
A BBB Accredited business
BBB Rating A+

BBB Accredited Business
BBB



asphalt & concrete
Houser
black top • sealing • striping

851 S. Patterson Blvd. • Dayton, OH 45402

BOMA OHIO DAY AT THE STATEHOUSE

BOMA Ohio members from locals across the state — including Columbus, Northeast Ohio, Dayton, Toledo and Greater Cincinnati — convened at the Ohio Statehouse in June for a day of legislative meetings focused on property taxes, energy bills, and workforce development. The event underscored the value of cross-local collaboration in advancing shared advocacy priorities for the commercial real estate industry.

Maureen Bereda, Kim Carroll, Nancy Ferrara, Phillip Malone and Vickie Vanderhorst from Dayton, attended the event.



THIS IS WHAT'S BEEN HAPPENING AT THE FOODBANK

We'd like to thank Dayton BOMA members who came together in May to sort food donations collected by the postal service for the annual Stamp Out Hunger Food Drive. Members donated 230 pounds of food that equates to 192 meals as well! We truly appreciate your time and effort and look forward to having you back again next year!



- The Foodbank, Inc. received an award from TANF (Temporary Assistance for Needy Families) to run a two-year program that is working directly with women in Montgomery County RISE (Recovery Is Empowering) court to further their workforce development and life skills as they work toward sobriety. This aligns with our root cause work.
- We celebrated our Grand Opening of the Community Resource Center on June 25th. This new building includes a commercial kitchen, two turnkey medical exam rooms, a probation office, and an event space to expand on workforce development for the community. We are the first foodbank in the nation to have an onsite probation office!

- We will be starting the process of building our second onsite greenhouse — our first greenhouse focuses on lettuce while this new greenhouse will provide more fruit and vegetable options!
- Currently over 118,000 individuals in our service territory of Montgomery, Greene, and Preble Counties are experiencing food insecurity. Of those 118,000, over 37,000 are children.
- Last year we distributed close to 17 million pounds of food to our network of over 120 partner agencies and through our direct service programs.

The Foodbank, Inc. acquires and distributes over 16 million pounds of food to a network of 120+ partner agencies in Montgomery, Greene, and Preble counties. To learn more about our hunger relief work, visit our website at www.thefoodbankdayton.org.

Andrea Miller
Community Engagement Lead
& Creative Media
The Foodbank, Inc.



THANK YOU TO THIS YEAR'S GOLF OUTING VOLUNTEERS

The Dayton BOMA Board would like to thank this year's Golf Outing Committee as well as those individuals who worked on the day of the event. It wouldn't have been as much fun without you!

Emily Vanover, Otis

Phillip Malone, Colliers

David Gaines, Stellar-1

Adam Thoma, Ice Masters

Kim Carroll, Olymbec USA

Stephanie Sibert, US Lawns

Hailey & Amelia Vanderhorst

Ashley Markley, Xpert Roofing

Seth Overton, Perfection Group

Jennifer Blair, Huber Management

Jon Plattner, Cotterman & Company

Joff Wolfson & Sara Wolfe, SteamBrite

John Schafer & Tommy Kling,
I-Supply

Jeff Price & Jillian Beers,
TNT Services

Grace McKenna & Laurel Small, Trane

Mia Sheets,
Summit Commercial Cleaning

Maureen Bereda,
Synergy Building Systems

Logan Case & Zain Quick,
Glacier Industrial

Austin Layman & Chad Yount,
Garber Electric

Ryan Zeman,
Sonshine Commercial Cleaning

Mary Odeh & Jen Snowden,
Harrison Pro Tree

Scott Stanifer & Jacob Deglow,
Modern Services

Riley Cottingham & Lisa Davis,
Acorn Distributors

Fabiola Munarriz & Mike Hargraves,
Able Roofing

Christina Satterfield & Jeff Sandlin,
Maxim Roofing

Vickie Vanderhorst,
Turner Property
Services Group

**Jeremy Anspach
& Ryan Osterfeld**,
Community Green



Holley Freeman & Josh Miller,
ServiceMaster by Liberty

Bobby Dryer, BJ Cross & Jason King,
CertaPro Painters

Brian Denny & Patrick Winchester,
Fresh Coat Painters



Terry Williams
VP of Sales

Cell | 937-307-0190

Servicing Southwestern Ohio & Northern KY
Cincinnati, Columbus, and Dayton Metro Areas

Independently Owned and Operated

terry.williams@ecproservices.com

Proudly Serving The Greater Miami Valley For Over 25 Years!

**MAXIM
ROOFING CO.**

937-256-4240

www.maximroofing.com

COMMERCIAL • INDUSTRIAL • RESIDENTIAL ROOFING & ARCHITECTURAL SHEET METAL

DAYTON BOMA 41ST ANNUAL GOLF OUTING

Congratulations to this year's winners!



1ST PLACE

Chuck Painter
Ryan Casey
Maurice Houston
Rick Weng



2ND PLACE

Kaitlin Hagan
John Keenan
Aaron Flatter
Mike Workman



LONGEST DRIVE

Kaitlin Hagan
Oliver Swarts

Congratulations goes out to John Achevich who landed an eagle and Phillip Malone who made a birdie from 77 yards off the green with a pitching wedge.

CLOSEST TO THE PIN

Yvonne Hayes
Aaron Flatter



THANK YOU TO ALL OF OUR SPONSORS!

Your support is greatly appreciated!

BREAKFAST SPONSORS

Chapel Electric
Environment Control
Stellar-1

PHOTO SPONSOR

Otis

BEVERAGE SPONSORS

Aegis Protective Services
Detmer Mechanical Services
Mammoth Plumbing
Sonshine Commercial Cleaning
Synergy Building Systems
Vandalia Blacktop & Sealcoating

HOLE SPONSORS

Able Roofing & Exteriors
Acorn Distributors Inc.
Community Green
Cotterman & Company
Fresh Coat Painters
Garber Electric
Glacier Industrial
GroundsPro
Harrison Pro Tree
I-Supply
Ice Masters
Kettering Irrigation & Lighting
Maxim Roofing
Merchants Security
Modern Services
Perfection Group
Scioto Services
Space Management
Summit Commercial Contracting
TNT Power Wash Services
Trane
Xpert Roofing

HOLE-IN-ONE SPONSOR

SteamBrite

GOLF CART SPONSORS

ABM
Houser Asphalt
& Concrete
Rieck Services

GRILL MASTER

CertaPro Painters

PUTTING CONTEST SPONSOR

Huber Management
Image Pavement
ServiceMaster by Liberty
Restoration

LUNCH SPONSOR

Culmen Real Estate Services
US Lawns

DOOR PRIZE SPONSORS

Alliance Electric
DRK Construction
Otis
PuroClean Emergency Services
Wagner Subaru
Walnut Grove Country Club



INTERNATIONAL CODE COUNCIL CRITIZES DOE'S REVERSAL OF NEARLY THREE DECADES OF FEDERAL FINDINGS ON ENERGY CODES

In June of this year, the U.S. Department of Energy (DOE) removed longstanding analysis that details the cost-effectiveness of energy codes from energycodes.gov. The robust analysis was replaced with an unsupported assertion that updates to the International Energy Conservation Code® (IECC) since 2006 have resulted in unnecessary construction costs. DOE made these assertions without disclosing its methodology, despite continuing to solicit public input through an open Request for Information on how that methodology should be updated.

A now-deleted page on DOE's website stated that adoption of the latest energy codes would save U.S. homes and businesses \$182 billion between 2010 and 2040. DOE has also removed at least six economic analyses produced by its Pacific Northwest National Laboratory evaluating successive IECC editions. Each analysis concluded that any incremental construction costs associated with the code would be more than offset by utility bill savings for residents and businesses. By focusing solely on construction costs while disregarding long-term energy savings, DOE presents an incomplete picture of the relationship between energy codes and housing affordability.



In response to the DOE assertions, the International Code Council (ICC) distributed the following statement: "The Energy Department is completely contradicting its own findings. For nearly three decades, under Democratic and Republican administrations, after each new edition of the International Energy Conservation Code, which is released every three years, the Department of Energy concluded that the code saved both money and energy. A webpage that was recently removed showed that the adoption of the latest energy code will save U.S. homes and businesses \$182 billion between 2010 and 2040. The DOE's new methodology is a deep mystery."

In announcing its revised approach, DOE included a previously issued letter to ICC regarding the future development of the IECC. ICC has since responded, outlining how the 2030 IECC development process is being enhanced to better reflect the diverse needs, priorities, and policy objectives of jurisdictions across the country.

The International Code Council remains committed to an open, consensus-based, science-driven code development process that balances affordability, safety, resilience, energy efficiency, and consumer choice.

WHAT'S NEXT FOR THE U.S. OFFICE MARKET?

August 2026 | *Rebusinessonline*
By Matthew Auchincloss

The U.S. office sector may never be going back to pre-pandemic utilization levels, but enough time has elapsed and data compiled to make the case that the asset class is stabilizing.

According to data from CoStar Group, leasing activity remained steady in the second quarter of 2026, with 115 million square feet of new leases signed (renewals were not included in the data). That remains approximately 9 percent below the quarterly average from 2015 through 2019 but is far above the leasing volume from 2020 and 2021.

The national vacancy rate is down 50 basis points from one year ago and 20 basis points in the past quarter, currently sitting at around 18 percent, according to CoStar.

Rental rates are also up, averaging approximately \$38.06 per square foot nationally — a 2.3 percent increase from last year, according to Colliers. Class A rates currently sit around \$43.76 per square foot, with a sharp divide between commercial business district (CBD) rates and suburban product. CBD rates dropped 10 basis points from the first quarter, but the \$52.52 per square foot price tag is still up slightly year-over-year (70 basis points). Suburban rates are much lower at approximately \$37.74 per square foot, up 50 basis points from the first quarter and up 400 basis points year-over-year. Manhattan has the highest CBD rate at \$85.71 per square foot.

Smaller users are exhibiting more demand for space than

The logo for Sonshine Commercial Cleaning features a stylized blue and yellow sun icon above the word "SONSHINE" in large blue letters, with "COMMERCIAL CLEANING" in smaller blue letters below it.

A circular inset image showing a person in a blue uniform cleaning a surface with a spray bottle.

Commercial Cleaning

Medical facilities, Office Parks,
Schools, Universities,
Churches, Rec centers

A circular inset image showing a person using a floor buffer machine on a carpet.

Floor Care

Tile and Grout,
Strip and waxing of VCT,
Carpet cleaning

A circular inset image showing a person in a white protective suit and mask using a spray wand.

Electrostatic Sanitation

CONTACT RYAN ZEMAN
937.438.1280

669 CONGRESS PARK DR.
DAYTON, OH 45459

they were two years ago, as evidenced by upticks in leasing activity in that segment of the market. However, construction starts for new office product are still declining, and data suggests that supply-demand imbalances in some markets will still need additional time to self-correct.

The pandemic and subsequent rise of working from home (WFH) reset the U.S. office market, causing rental and occupancy rates to plummet and building values to erode. The U.S. office market hasn't returned to its pre-pandemic peak.

In the past two years, however, the market has rebounded and found stabilization. Data from Cushman & Wakefield suggests that companies are not dramatically increasing their WFH policies and that office attendance has leveled off between 60 and 75 percent of pre-pandemic levels.

Armed with the knowledge that office space is still necessary to some degree, companies are venturing back into the marketplace with a clear focus on leasing amenity-rich spaces in vibrant neighborhoods that can entice people back into buildings.

The "flight to quality" trend of Class A office buildings broadly seeing much higher leasing volumes than their Class B counterparts has become further entrenched as the post-pandemic era has unfolded. Net absorption of Class A office space totaled 4.4 million square feet in the second quarter, bringing the four-quarter rolling total to 24.5 million square feet — nearly back to pre-pandemic levels, according to data from Cushman & Wakefield.

According to data from Colliers, Portland has the highest Class A office vacancy rate in the country at 33 percent, with Seattle just behind it at 31.3 percent and Los Angeles in third at 28.3 percent.

The national Class B vacancy rate was unchanged from the first quarter, staying steady at 17 percent. Some markets report higher vacancy in Class A buildings versus Class B, which could be attributed to the implosion of rental rates in the latter segment of the market.

According to data from Colliers, in the second quarter, net absorption was positive for the eighth consecutive quarter as 16.9 million square feet of office space was snapped up. Manhattan accounted for 3.5 million of that absorption and leads all markets in that metric with 5.5 million square feet absorbed year-to-date. San Francisco, meanwhile,



has absorbed 2.1 million square feet through the first two quarters, which CoStar attributes to a surge of AI firms seeking large footprints. Across the country, "almost three-quarters of all markets have positive absorption for the year," the Colliers research team wrote in its report.

The increase in leasing activity is unlikely to correspond with an increase in new office deliveries, though. New construction has hit a 14-year-low, with just 15.6 million square feet completed over the past four quarters, according to data from Colliers. Just 14 markets saw any new deliveries in the second quarter. There is less than 22.8 million square feet of new construction in the U.S. development pipeline, and only five markets have more than one million square feet of ground-up construction, according to data from Cushman & Wakefield.

This state of affairs partly explains why there are "few contiguous blocks of premium space" available in the biggest markets, per CoStar — which is, in turn, keeping the square footage of the new leases relatively small.

Part of the reason for the smaller average footprints is also that smaller firms that require less office space currently comprise much of the new leasing volume. With such limited large spaces available, larger companies are less able to move locations, and smaller companies have filled the available space. A few markets have broken through that, primarily "finance-heavy locations [like] Charlotte, Miami and New York," per CoStar. Dallas and Houston "have also seen overall leasing volume remain close to their pre-pandemic averages."

CoStar warns, however, that the inability of large occupiers to shift locations may stagnate the market as it prevents smaller firms from backfilling the space. Slow job growth in office-dependent industries also indicates that "office leasing volume is likely to decelerate in the quarters ahead."

Capitalizing on more than **130 years of experience**, Rieck Services is dedicated to helping owners achieve efficient and cost-effective HVAC and plumbing operations.



Dayton Area
937.749.0400
Cincinnati Area
513.733.8888



HOLLEY FREEMAN
National Client Advisor

855-644-6786
937-416-2785
hfreeman@libertysvm.com

ServiceMASTER Restore
SRM
Liberty Restoration Group



THE BEST OFFICE AMENITY? VERSATILITY.

By Michele Lerner with Commercial Property Executive

From cafes morphing into cocktail bars to cozy focus spaces doubling as meeting rooms, adaptability is in high demand.

A 50-person boardroom used a few times a year is a cost neither tenants nor landlords can justify anymore. In a dislocated office market, flexible amenities have become a boon for both parties, replacing static square footage with shared spaces that earn their keep.

Buildings that provide flexible gathering and working areas free tenants from that cost, said Jamie Feuerborn, a senior managing director with Savills. “Ideally, landlords that offer flexible conference space also manage it, and provide high-end catering and technology for smooth meetings,” she added.

Still, landlords designing and managing shared spaces need to keep track of workplace trends and what tenants will actually use and value enough to warrant a premium.

“It’s important to design spaces for multiple services,” observed Lindsey Feesl, senior design manager of asset services at JLL Design, part of JLL’s project and development services business.

“We design rooms with movable walls, modular millwork and wireless tech so a big cafeteria can become an event space, or a smaller wellness room can serve as a focus space with a movable desk. The more a room can be transformed, the more value it offers to tenants,” she detailed.

Plenty of tenants are still working on enticing employees back to the office more often to collaborate, according to Greg Gomer, co-founder & CCO of HqO.

“We’ve found that employers and employees want fewer desks and more tables and lounge areas where they can meet informally,” Gomer noted. “Buildings that offer wellness space, podcast studios, coworking space and even nap pods are increasingly successful.”

The Bank of America Plaza in Atlanta has a reservable executive suite with views of the skyline, a bar for social events and tables for board meetings, shared Emily Botello, a managing director with CBRE Americas Consulting. “The owners host tenant events such as “Wine Down Wednesdays” to drive community connections among companies.

“Owners can retain and attract tenants who prefer not to go off-site for meetings or special events. Plus, tenants don’t have to pay for space they’re not using,” she noted.

Since many tenants still require spaces to host clients or gather employees for annual or quarterly town halls,

developers are taking a creative approach to the design and use of shared space.

“Tenants often want a space where they can have an ‘all-hands’ meeting,” Feuerborn said. “So many companies now have distributed teams around the country or around the world, but they don’t want to have to rent space in a hotel. They want to bring everyone together at their company headquarters.”

Since landlords don’t want a large space to sit empty most of the time, she suggested three connected spaces with modular partitions and furniture that’s simple to set up and take down.

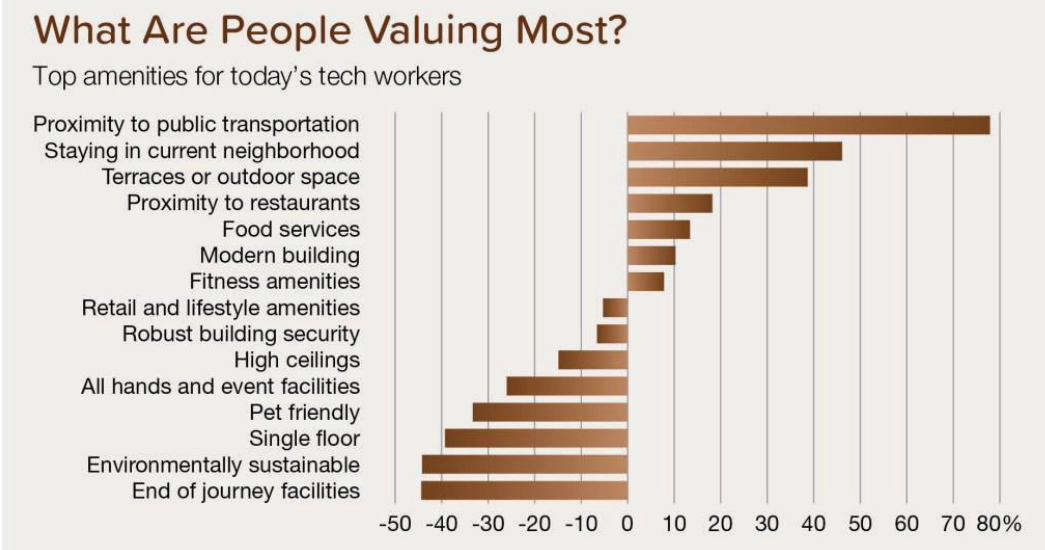
“A large cafeteria can work, too, but it needs to be designed so it doesn’t look like a cafeteria when it’s used for a big meeting or an event,” she noted.

Must-haves: Flexible food, fitness

Tenants will reject buildings that don’t have food-and-beverage options, Botello pointed out. “The pace of work is so fast now, so people want options that are fast and healthy in the building or nearby.”

If there aren’t enough employees in a building to justify opening a full-time restaurant, landlords can get creative and design a cafe with space to work and eat in the daytime and that morphs into an event area in the evening, suggested Adrian Davidson, global design advisory lab lead at JLL Design.

“There’s also interest in creating flexible on-demand services, such as rotating food vendors and partnering with local restaurants,” Feesl shared. “Maybe a landlord doesn’t have the space or desire to open a coffee bar, but they can bring in a coffee cat.



A recent Savills survey completed by roughly 100 employees in the New York City office of a tech firm asked people to choose different amenities in groups of two. The analysis then computed a score for each item. For example, for proximity to public transportation, 78 percent of the time users choose that amenity over any other. Source: Savills

Botello looks forward to Thursday afternoons, when her landlord sends an ice cream cart to every office. "That won't necessarily bring people in, but it's a nice touch that won't break the bank."

That creativity applies to wellness and convenience options, too, such as mobile health screenings or a nail salon offering on-site services on a rotating basis, Botello said.

And while people prioritize wellness, they also want flexibility.

"Most don't want to work out with their colleagues," Feuerborn pointed out. "Gyms don't get used enough if they're large open spaces limited to tenants. A better draw would be a Life Fitness franchise or Pilates studio, and smaller private wellness spaces where people can book individual services."

Even if the wellness space isn't used often enough, it can easily be converted.

Flexible outdoor space can also serve as a spot for a mental health break, a place to meet coworkers to collaborate or socialize, and even another fitness option.

"In suburban areas or office parks, there's often space to schedule a mid-afternoon softball game, create a fitness trail or bring in food trucks," Botello said. "In urban core locations, landlords are turning balconies, terraces and decks into usable space with tables for laptops and larger tables as gathering spots."

An evolving social experiment

Davidson sees an office building as a town square. "Landlords need to bring life to their buildings" for tenants and workers to stick around, he cautioned. "They need to do some social engineering to orchestrate moments and events that bring people together and mix in local businesses, too."

Some building designs feature public spaces and amenities connected to the street to generate activity yet keep private offices separated. Plus, landlords can generate revenue by opening their event spaces for conferences or weddings.

"It's almost like adding a hospitality component with catering and staff to manage the space, but it can work well as long as events with nontenants are held after working hours and security is in place," he stated.

Social clubs with private access for tenants can also be a source of income for landlords. "Some larger landlords now offer access to amenity spaces across all their buildings," Gomer reported. "They can charge more per square foot to tenants when they offer more amenities in different locations in the same city or other cities."

Even so, tenants want space that's theirs alone. "There's something appealing about exclusivity," Feuerborn said. "Look at the bar at JPMorgan Chase's new headquarters in New York City—it's booked weeks in advance even though it's not open to the public."



Print
Offset & Digital

Banners, Signs & Posters

Promotional Products

Printed Apparel

Embroidered & Screen Printed

CHECK US OUT ONLINE!

MinutemanKettering.com

- Online Promotional Products Catalog to help grow your business
- Fast and Secure Upload for Print-Ready Files
- Easy to use Online Designer
- Hundreds of Design Templates
- Order, Proof & Pay Online



Set as your MMP
Preferred Location!



937.294.5218
mmpketteringoh



**THE ROOF
DAYTON
RELIES ON.**

REPAIR, REPLACEMENTS,
NEW ROOF CONSTRUCTION &
MAINTENANCE



419-925-4095
OIROOFING.COM



ST. HENRY, OH
SIDNEY, OH
SPRINGFIELD, OH
COLUMBUS, OH
WATERVILLE, OH

BOMA SAVES THE INDUSTRY



MILLIONS



BOMA International protects the commercial real estate industry from costly and unnecessary regulatory burdens by actively representing CRE interests during the International Code Council's (ICC) code development process.

up to
\$8.65

per square foot
SAVED by advocating against
unnecessary proposals

Why it matters for YOU

Building Size	Potential Costs Avoided
50,000 sq. ft.	Up to \$432,500
100,000 sq. ft.	Up to \$865,000
250,000 sq. ft.	Up to \$2.16 million
500,000 sq. ft.	Up to \$4.33 million
1 million sq. ft.	Up to \$8.65 million



www.boma.org

BOMA is a founding strategic partner of the ICC, serving as a trusted voice for commercial real estate to ensure new code requirements are practical, effective, and cost-conscious. Thanks to our active role in the consensus-based development process, we are also proud to report that the 2027 codes ensure safer, healthier buildings without creating additional complexity for our members.