

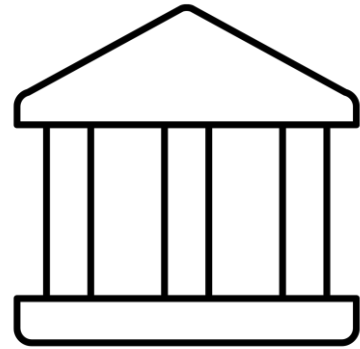
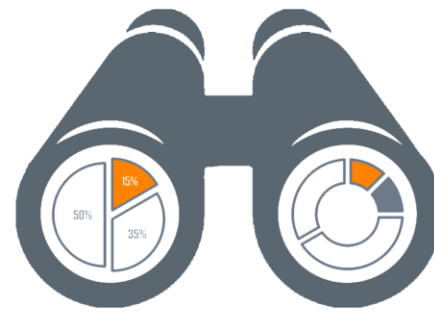
COMMERCIAL REAL ESTATE

U.S. MARKET | Perspective for Tenants

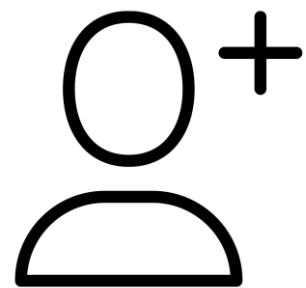
Q4 2022



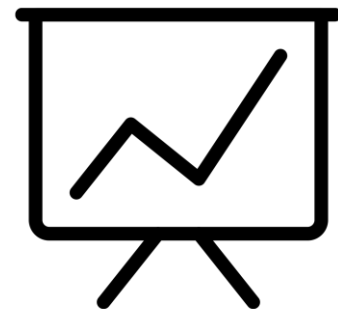
THE VIEW FROM HERE



Legal Services job growth is forecasted at an improved 1.1% per annum nationwide over the next five years, compared to just 0.7% per annum over the previous five years. Southwest and Southeast metros have seen rapid expansion in legal services employment since 2017 and this trend is expected to continue, though salaries in these metros are generally below the national average. Houston, Dallas, Phoenix and Atlanta, in particular, are expected to see strong job growth; hiring will also ramp up in high-wage cities like Boston and NYC.



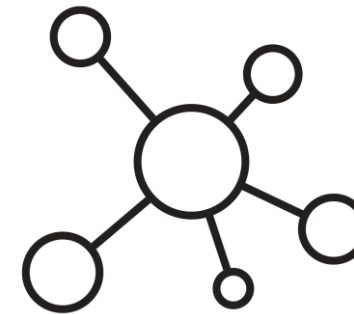
Consulting jobs have seen robust annual growth of 3.0% over the past five years, including a 2.7% rise in 2020 despite the pandemic. Metros like Los Angeles, NYC and Dallas, which already have a high number of these jobs, continued to expand and are forecast to keep leading. Additionally, areas with smaller concentrations like Salt Lake City, Durham, Austin, Indianapolis and Raleigh have experienced a surge in hiring over the last five years. Wages have increased rapidly, with all but four of the 50 largest metros seeing double-digit salary growth since 2017.



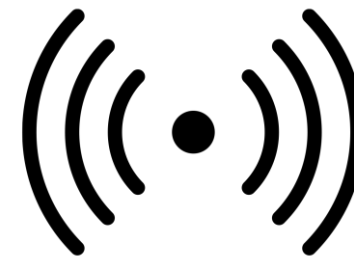
Financial Services employment surpassed its pre-pandemic level and is forecast to see healthy growth, with several major insurance companies leading the hiring in the near term. Financial jobs in metros like Charlotte, Austin, Tampa, Dallas and Phoenix have not only logged double-digit expansion since 2017, but also are expected to be at the forefront of growth going forward. Salaries have grown by 4.5% per annum over the last five years, pushing San Francisco and Boston above the \$200,000 threshold already established in NYC.



Nonprofit jobs have grown steadily over the past two years and are nearly 1% higher than the 2019 peak. Jobs are forecast to grow at a 2.6% annual pace over the next five years, more than double the overall office-using jobs projection. The West Coast is becoming a major nonprofit center; Los Angeles is projected to surpass top-ranking New York by 2027, adding almost double the jobs forecast for NYC, while San Francisco, Riverside and Sacramento are each forecasted to grow nonprofit jobs by more than 20% over the next five years.



Life Science/Biotech industry jobs are at their peak after growing in each of the last five years, including during the pandemic. Hiring is expected to moderate in the coming years but remain healthy. Established east and west coast hubs like Boston, San Francisco and San Diego are among those with strong job forecasts, as are emerging markets including Phoenix, Salt Lake City, Nashville and Charlotte. Phoenix and Cincinnati are two standout cities with relatively small biotech workforces that have seen outstanding growth in both jobs and salary since 2017.

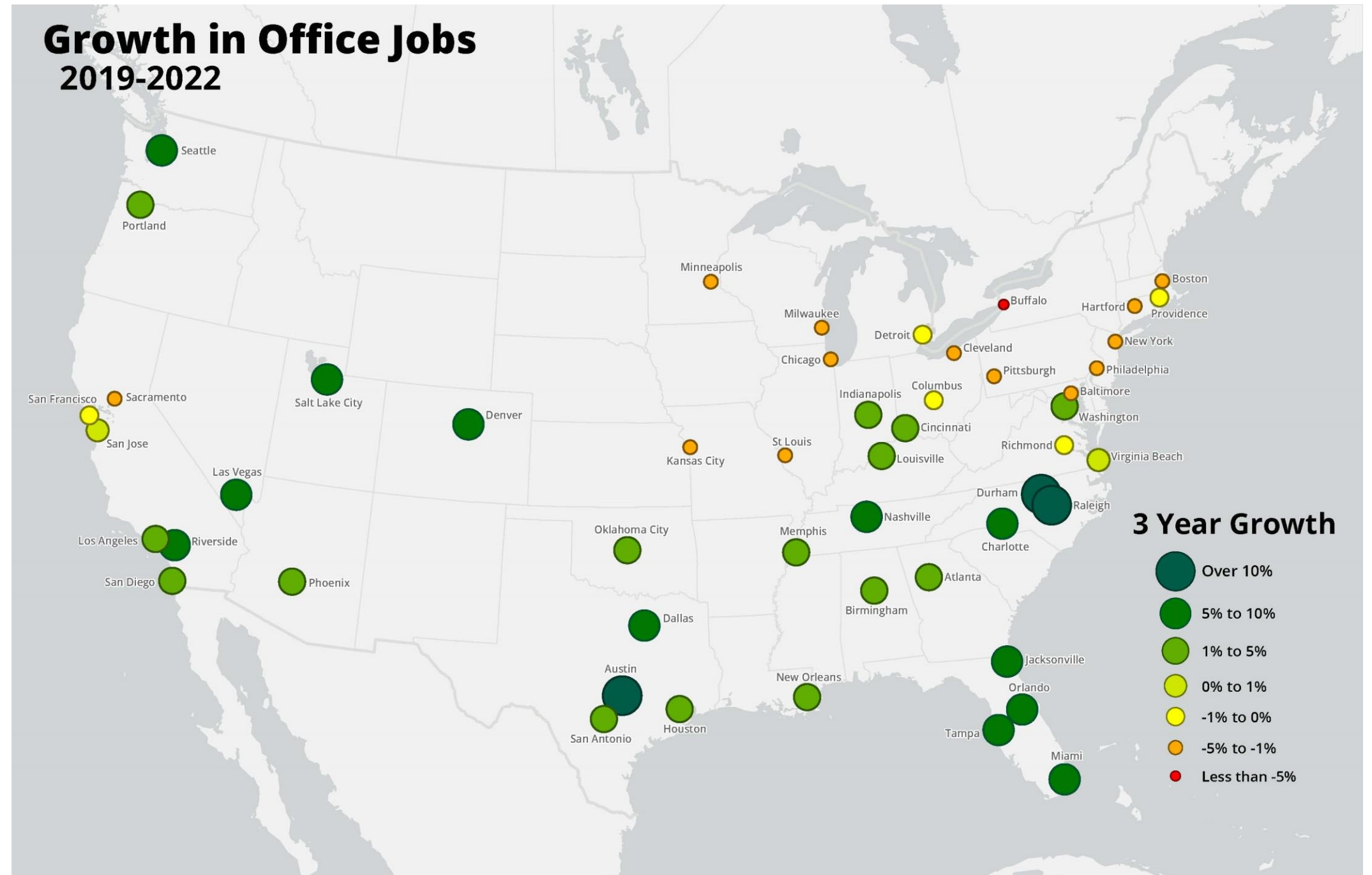


Emerging **Tech** hubs like Austin, Denver and Salt Lake City will continue to see outsized growth over the next five years, along with established locales like Dallas, San Francisco and NYC. However, the massive tech layoffs that have been underway over the last two quarters could mean a sharp downturn in these projections. Salaries have escalated rapidly in the Northwest and Southwest, with Northern California seeing wages soar into the upper \$300,000 range, and even the lowest-paying U.S. metros now approaching the six-figure mark.

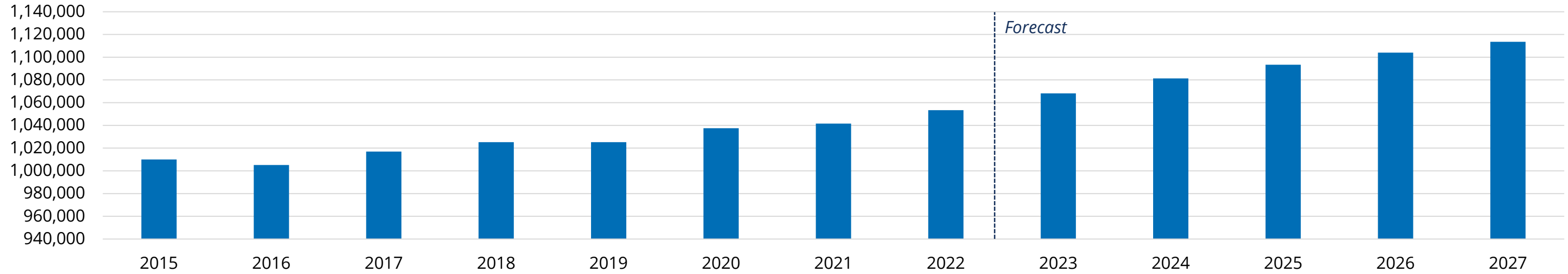
GROWTH IN U.S. OFFICE-USING JOBS Summary

Almost two-thirds of the 50 largest U.S. metros had surpassed their pre-pandemic job counts by the end of 2022. The strongest recovery was seen in the Southwest and Southeast.

All top 50 metros are forecast to see job improvement over the next five years, again led by metros in the Southwest and Southeast. The slowest growth is projected to be found among metros in the Midwest and Northeast.



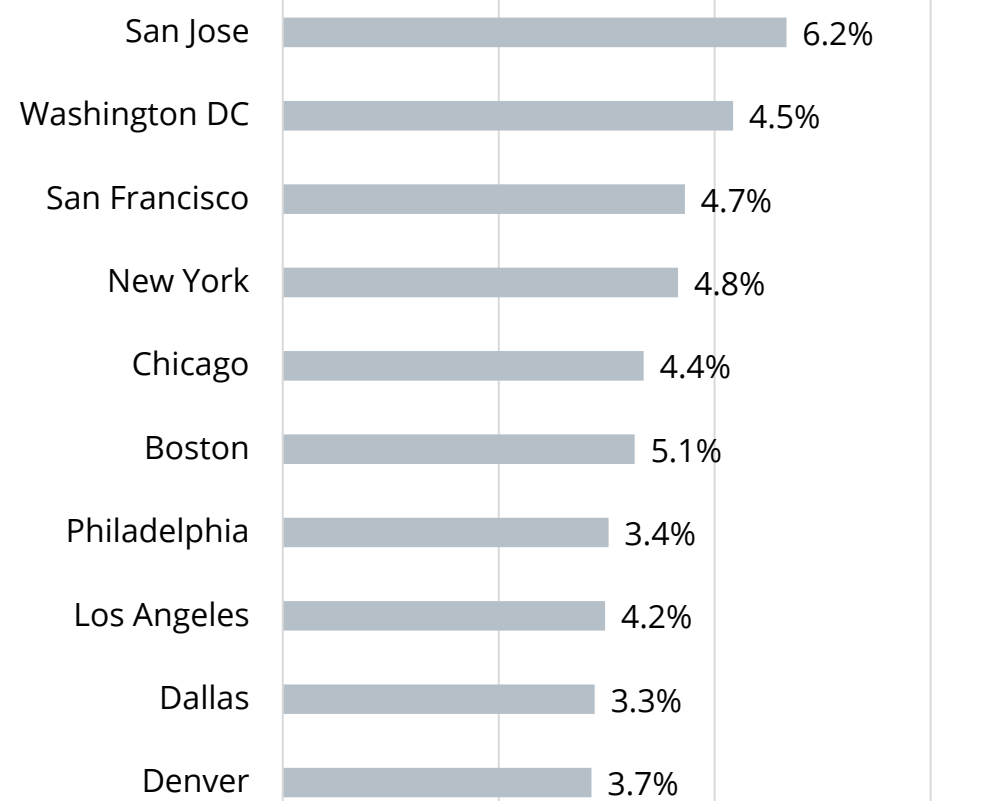
EMPLOYMENT



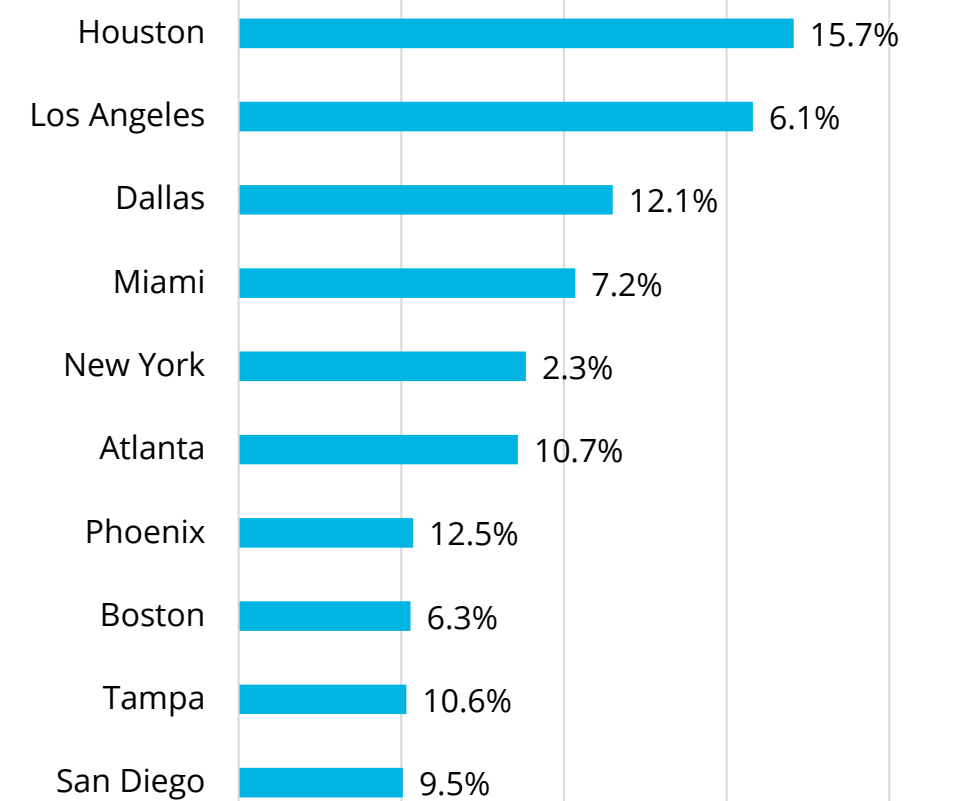
UNIQUE JOB POSTINGS | JUNE TO DECEMBER 2022



2022 SALARY AND % ANNUAL CHANGE SINCE 2017 | TOP 10 MSAs

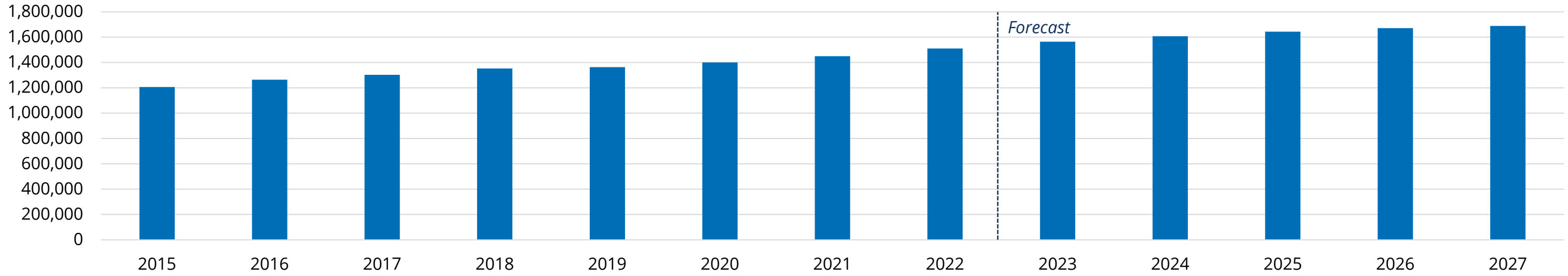


EMPLOYMENT TOTAL GROWTH FORECAST AND % CHANGE | TOP 10 MSAs | 2022 TO 2027

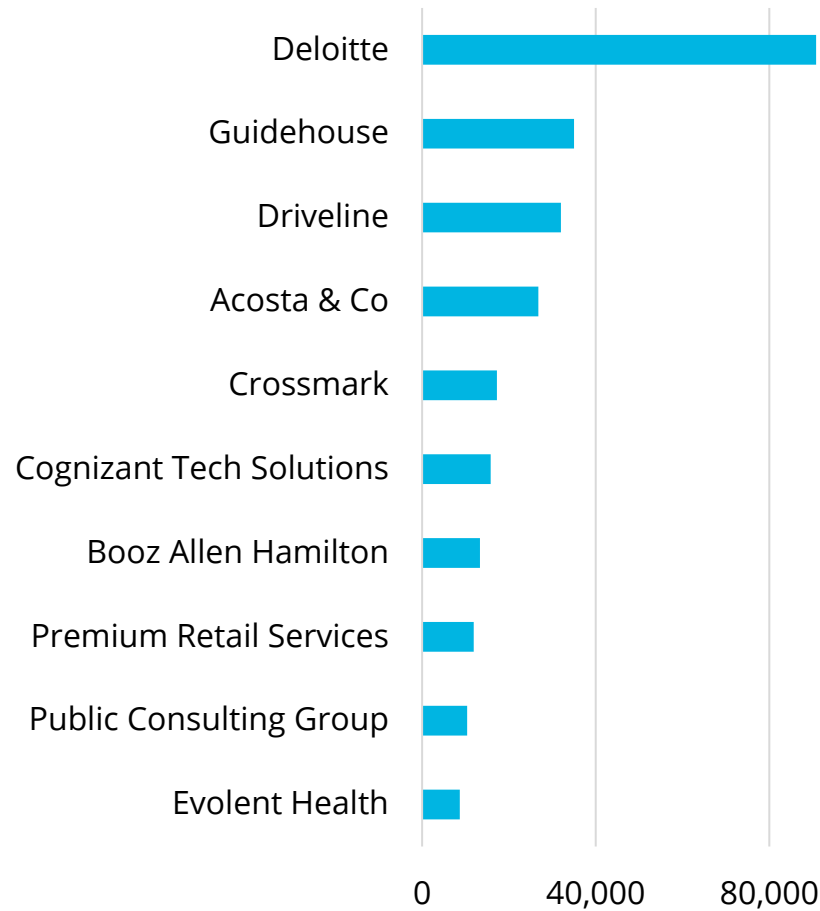


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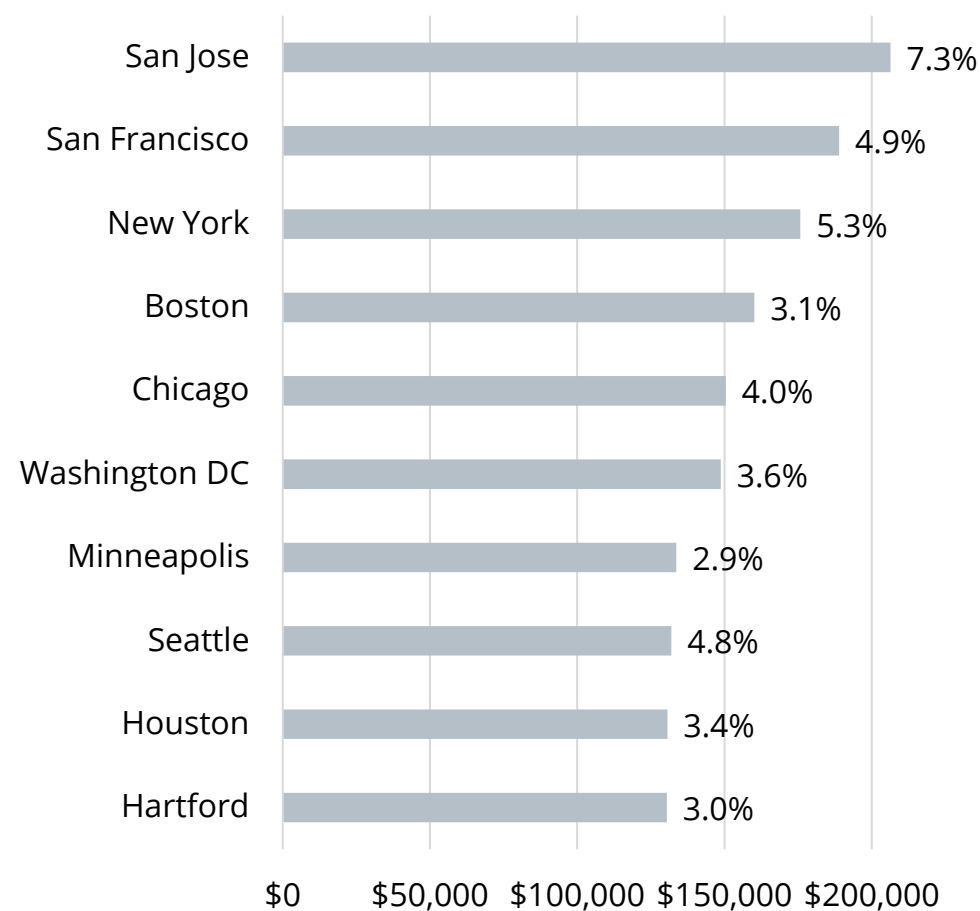
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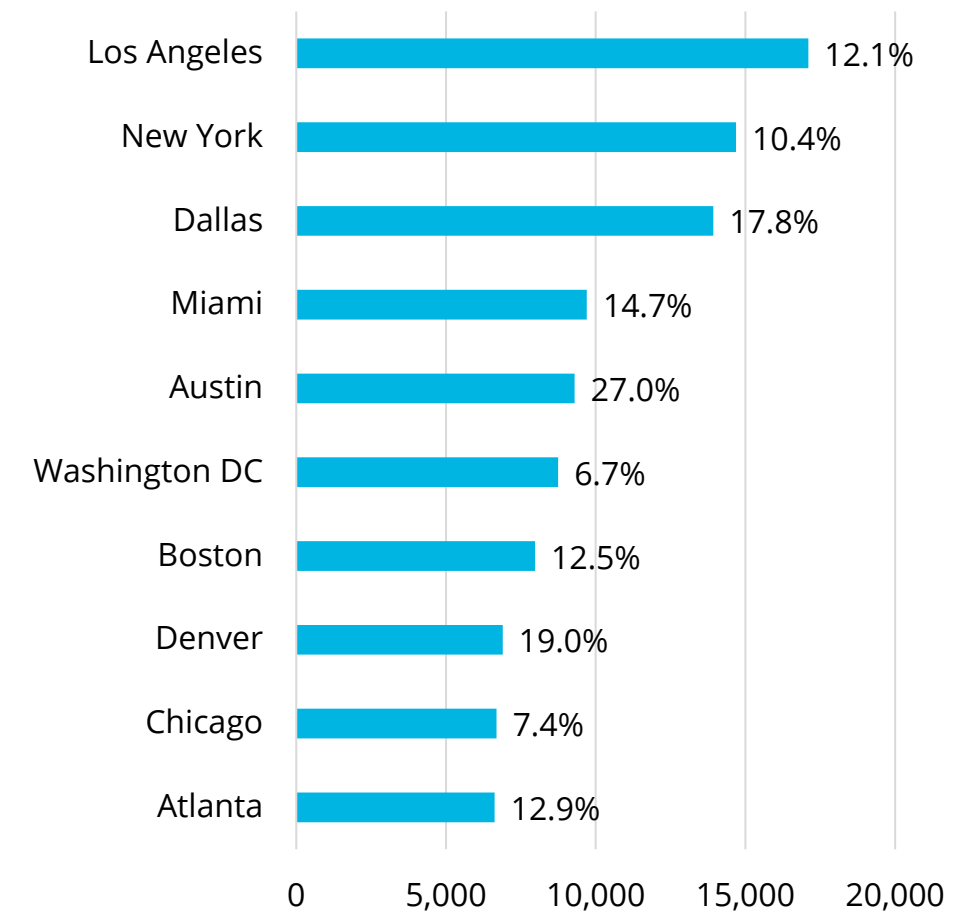
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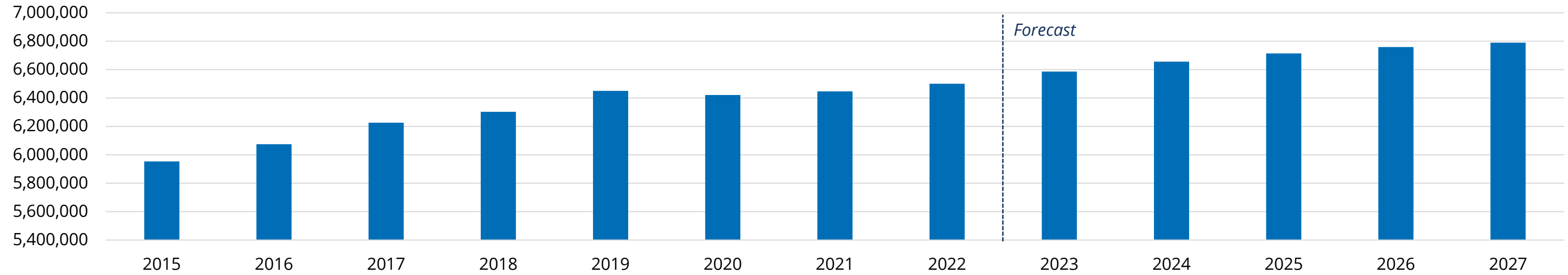


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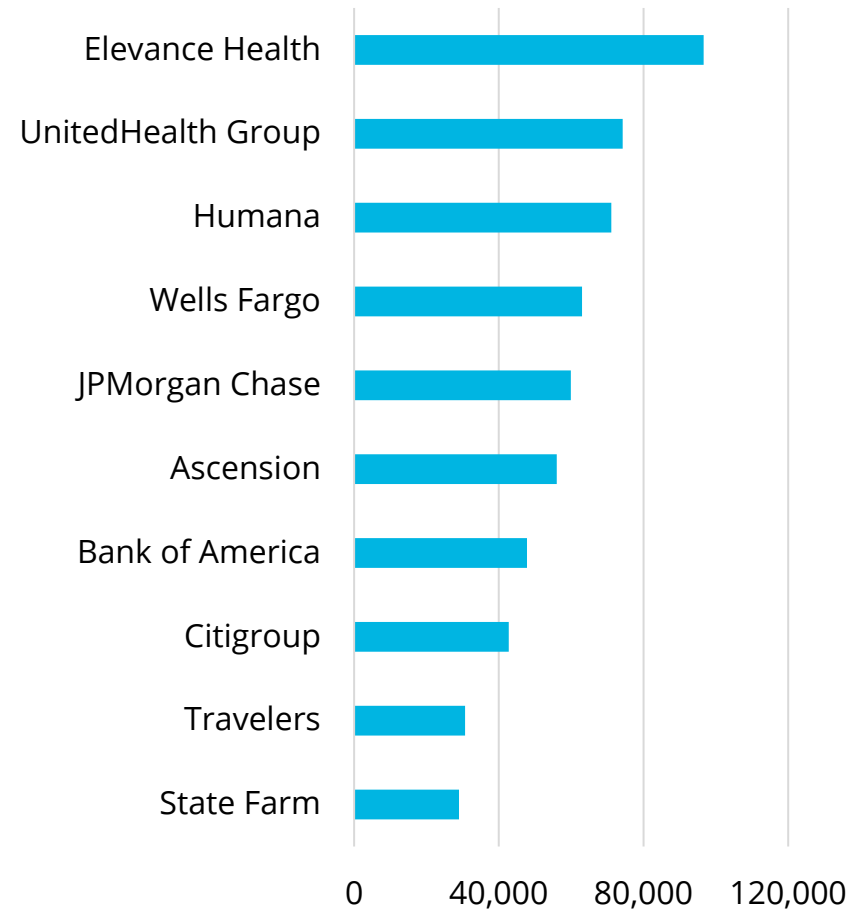


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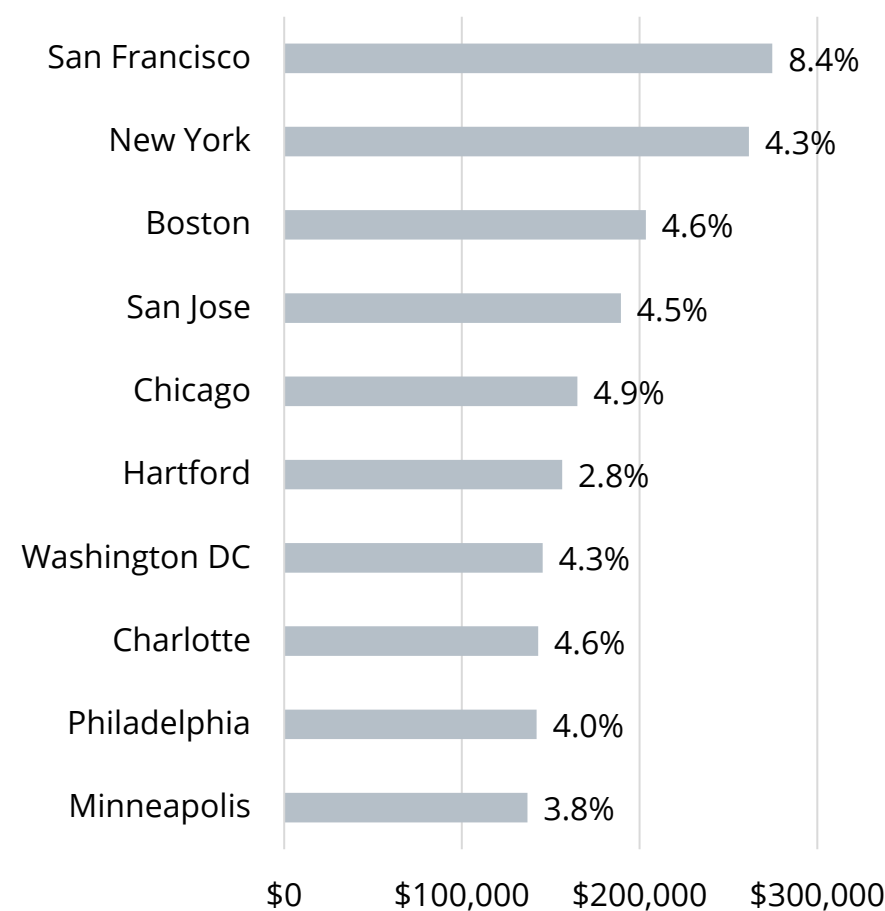
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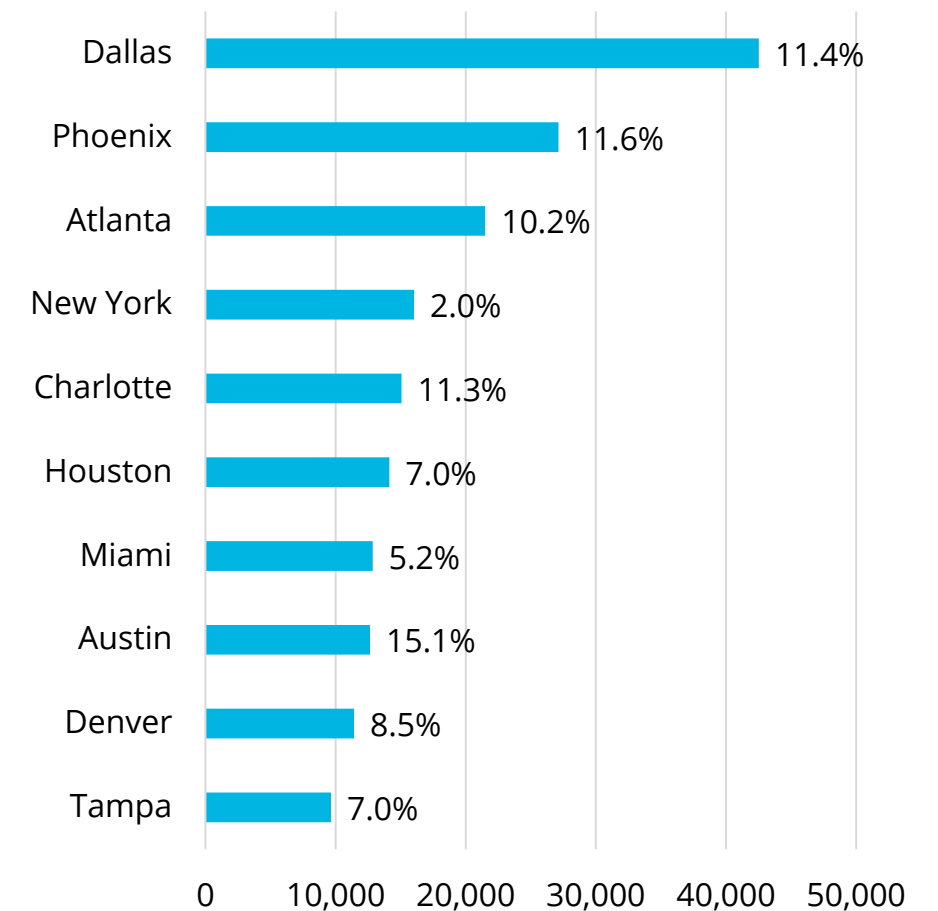
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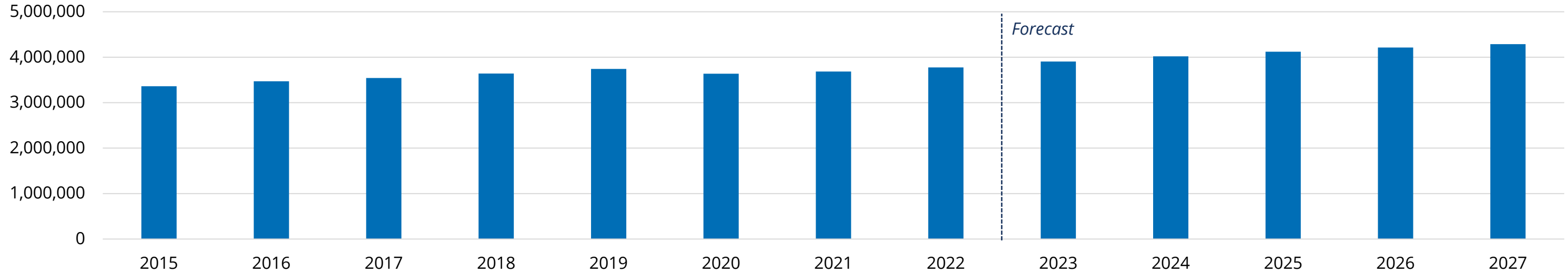


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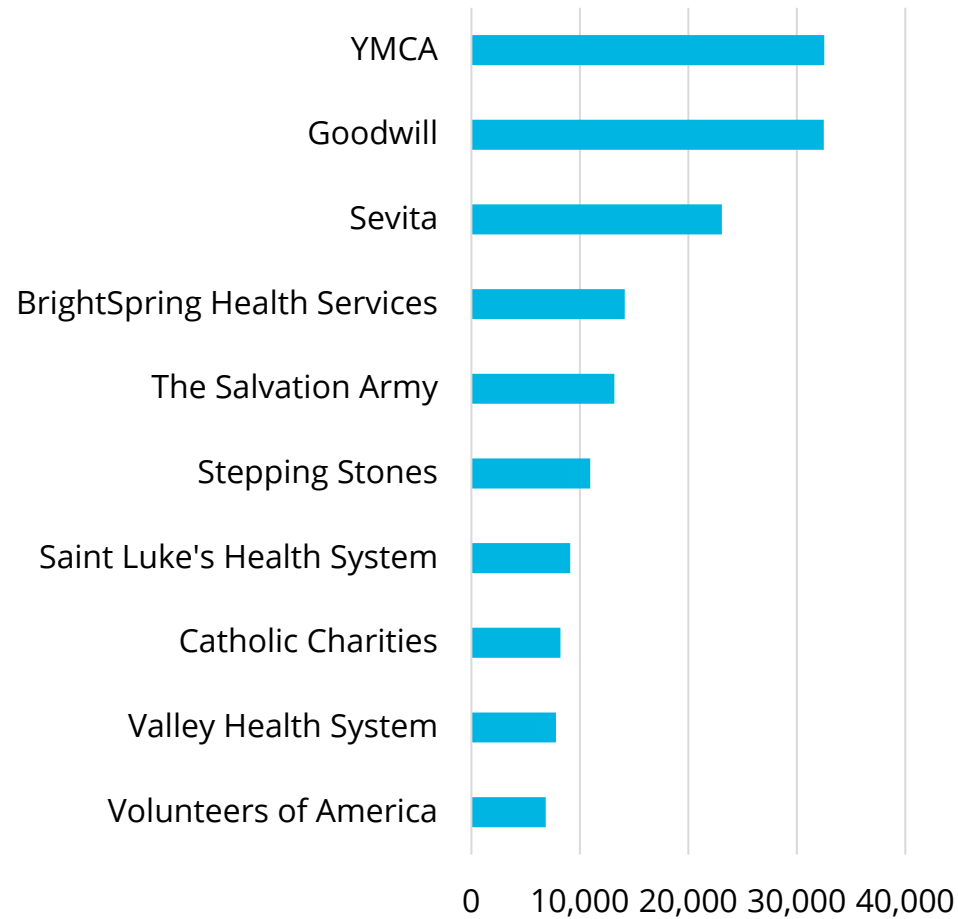


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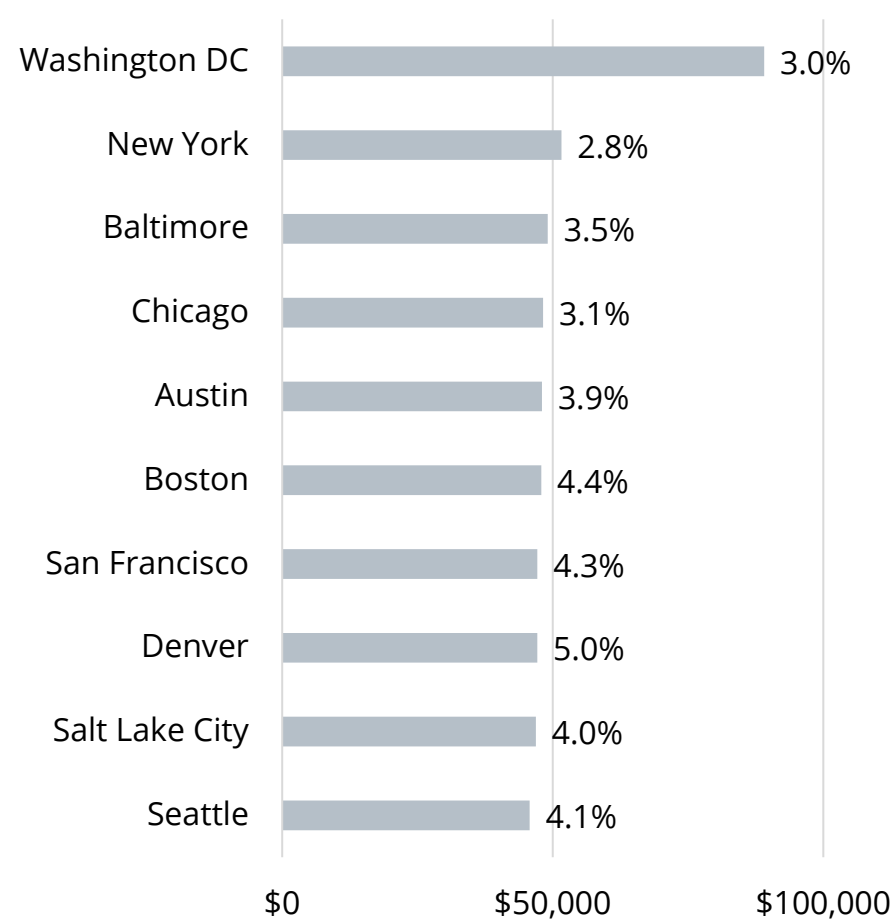
EMPLOYMENT



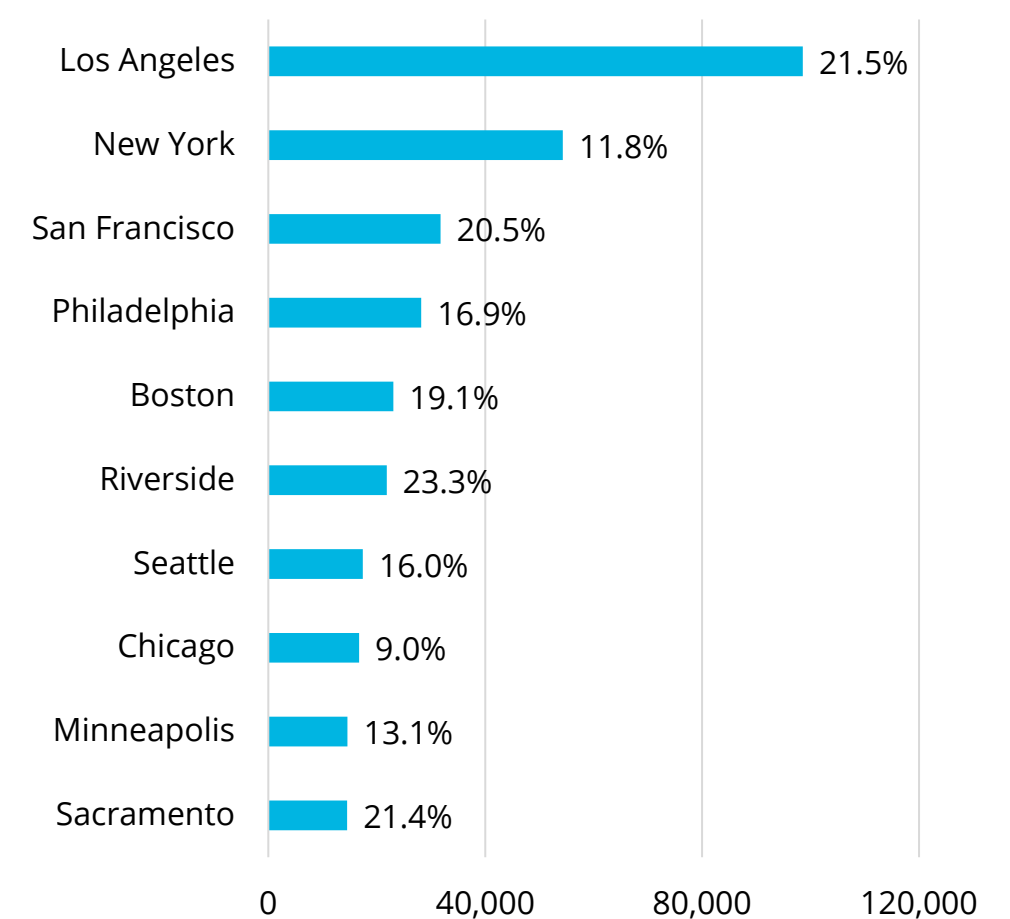
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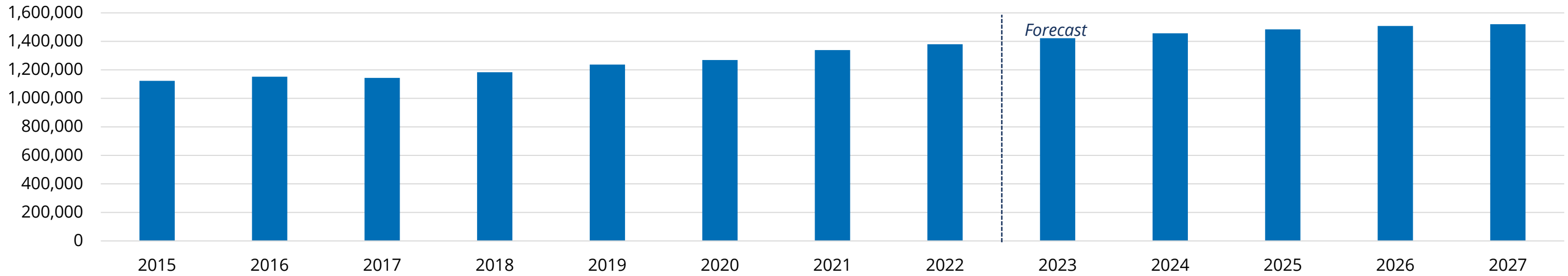


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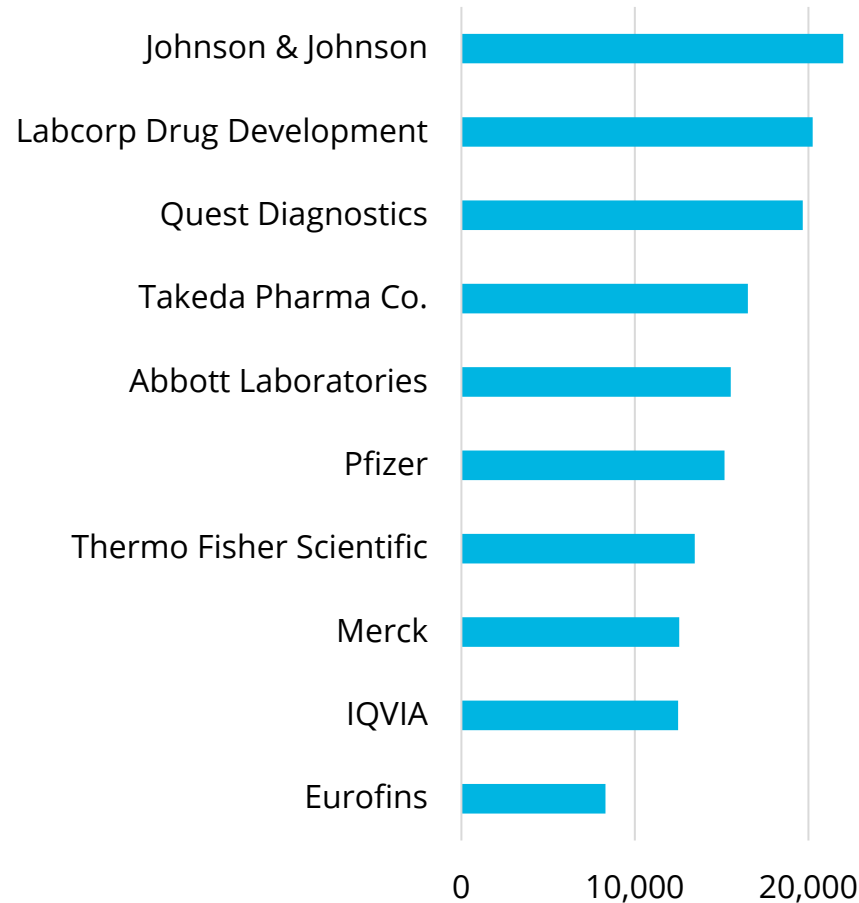


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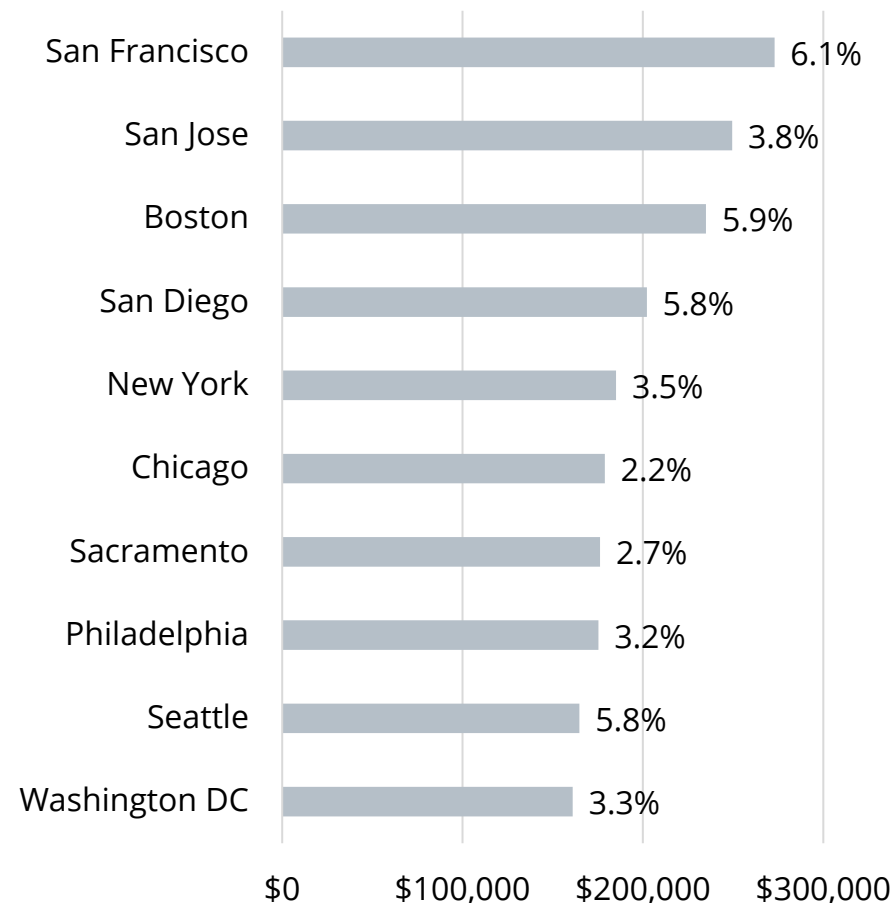
EMPLOYMENT



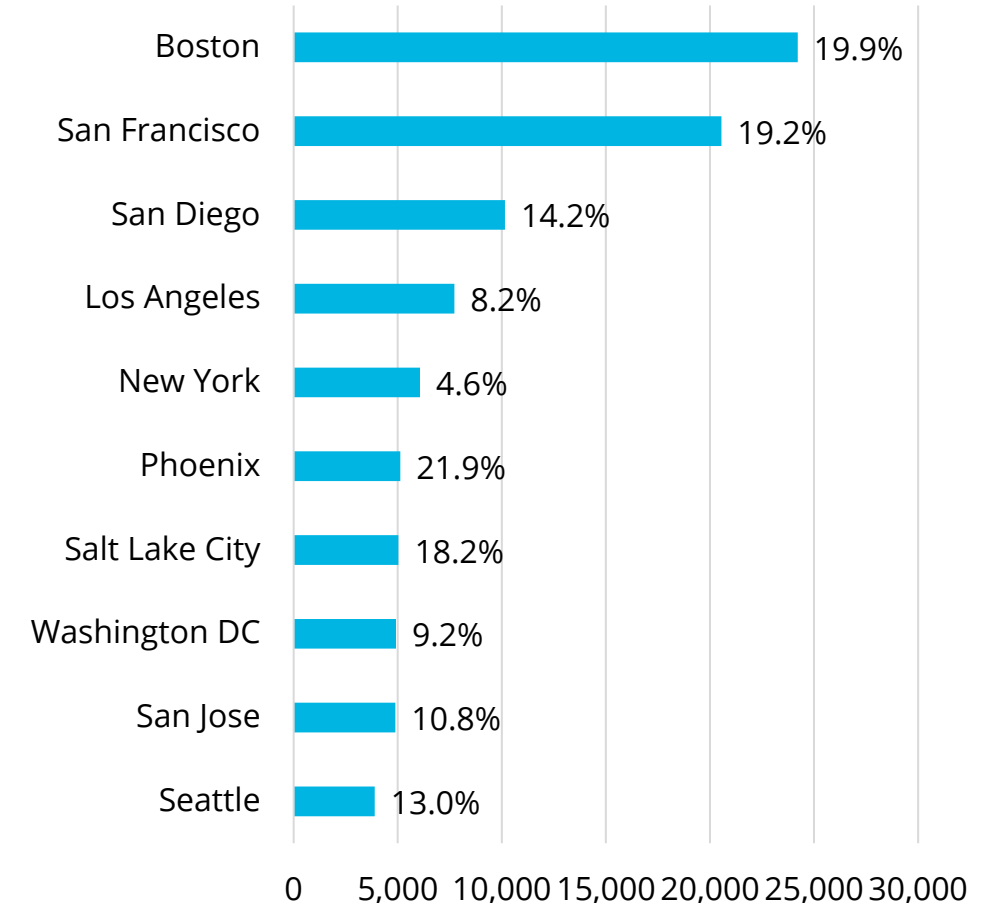
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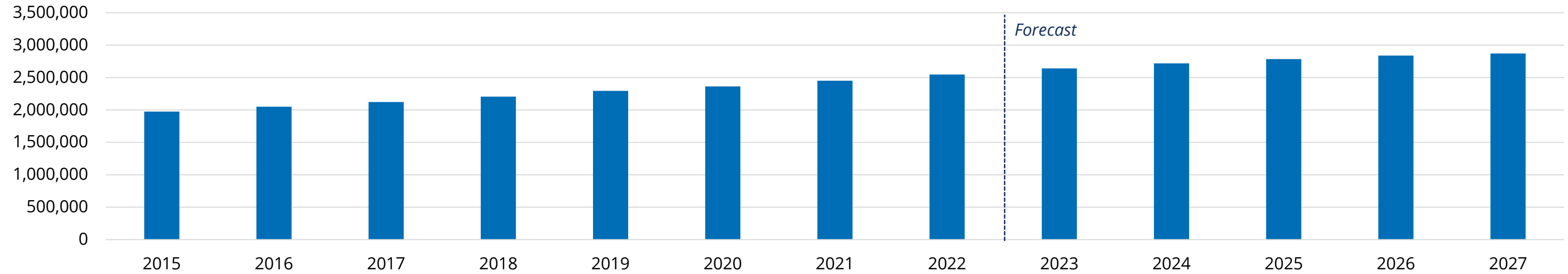


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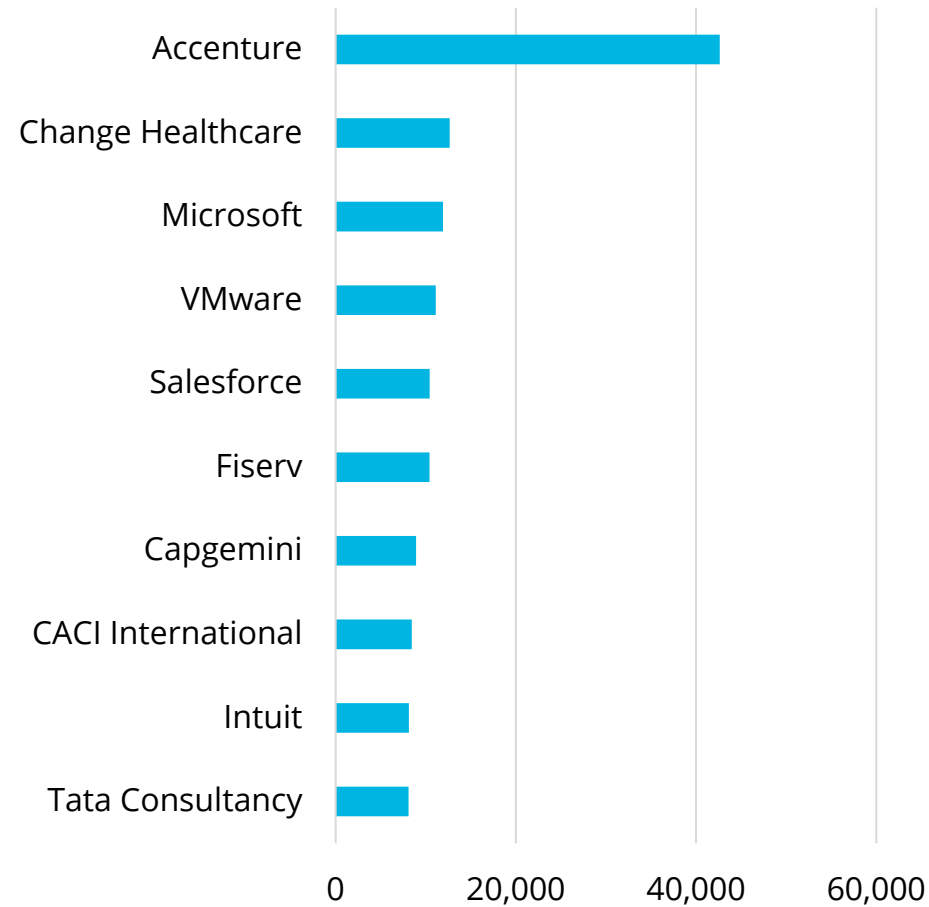


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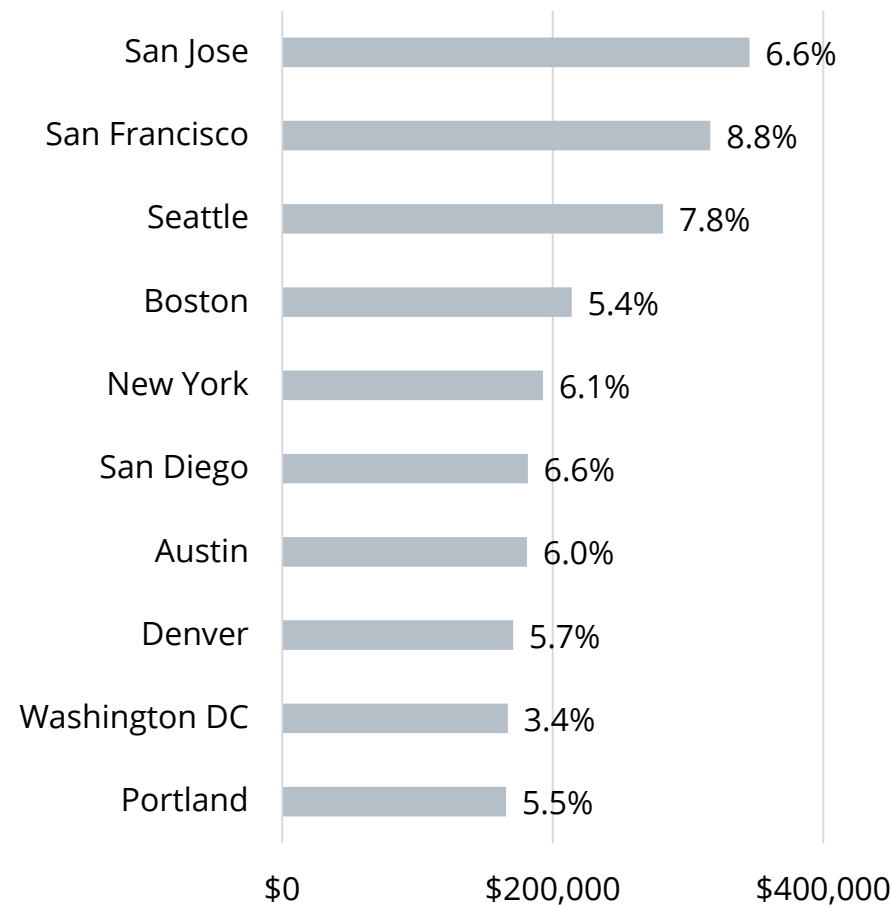
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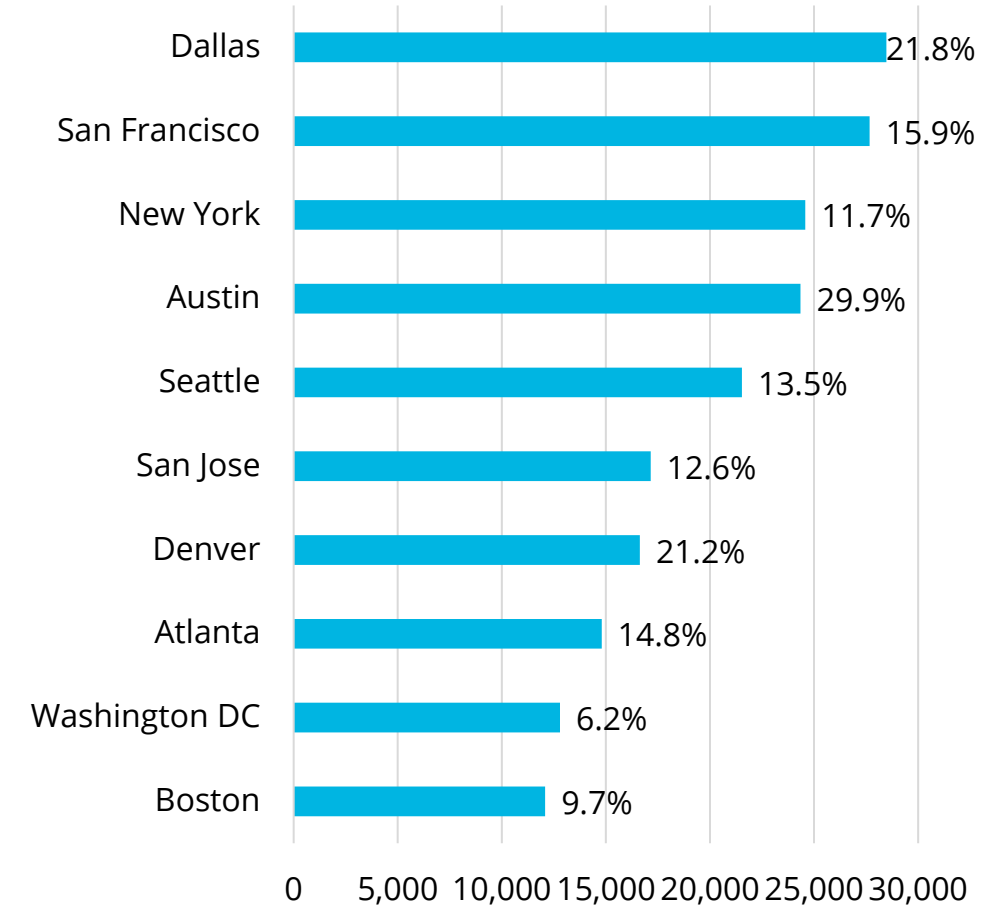
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Source: Lightcast



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ABOUT TRANSWESTERN

The privately held Transwestern companies have been delivering a higher level of personalized service and innovative real estate solutions since 1978. Through an integrated, customized approach that begins with good ideas, the firm drives value for clients across commercial real estate services, development, investment management, and opportunistic endeavors for high-net-worth investors. Operating from 33 U.S. offices, Transwestern extends its platform capabilities globally through strategic alliance partners whose unique geographic, cultural, and business expertise fuels creative solutions. Learn more at transwestern.com and [@Transwestern](https://twitter.com/Transwestern).

RESEARCH METHODOLOGY

The information in this report is a compilation of employment and earnings data for select industries within the top 50 U.S. metropolitan areas.