

2026 Law Firm Report:
Trends Impacting
the Industry and
Real Estate



Introduction

Law firms in the United States and Canada are beginning to reshape their real estate strategies — driven by the continued momentum of return-to-office (RTO) policies and mandates, evolving workplace expectations, shifting talent dynamics, and a sustained pressure to optimize space. In this 2026 annual report, the Colliers North America Law Firm Practice Group examines significant office real estate trends, drawing on insights from 20 key legal markets across the two countries.

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Office Market Overview

UNITED STATES

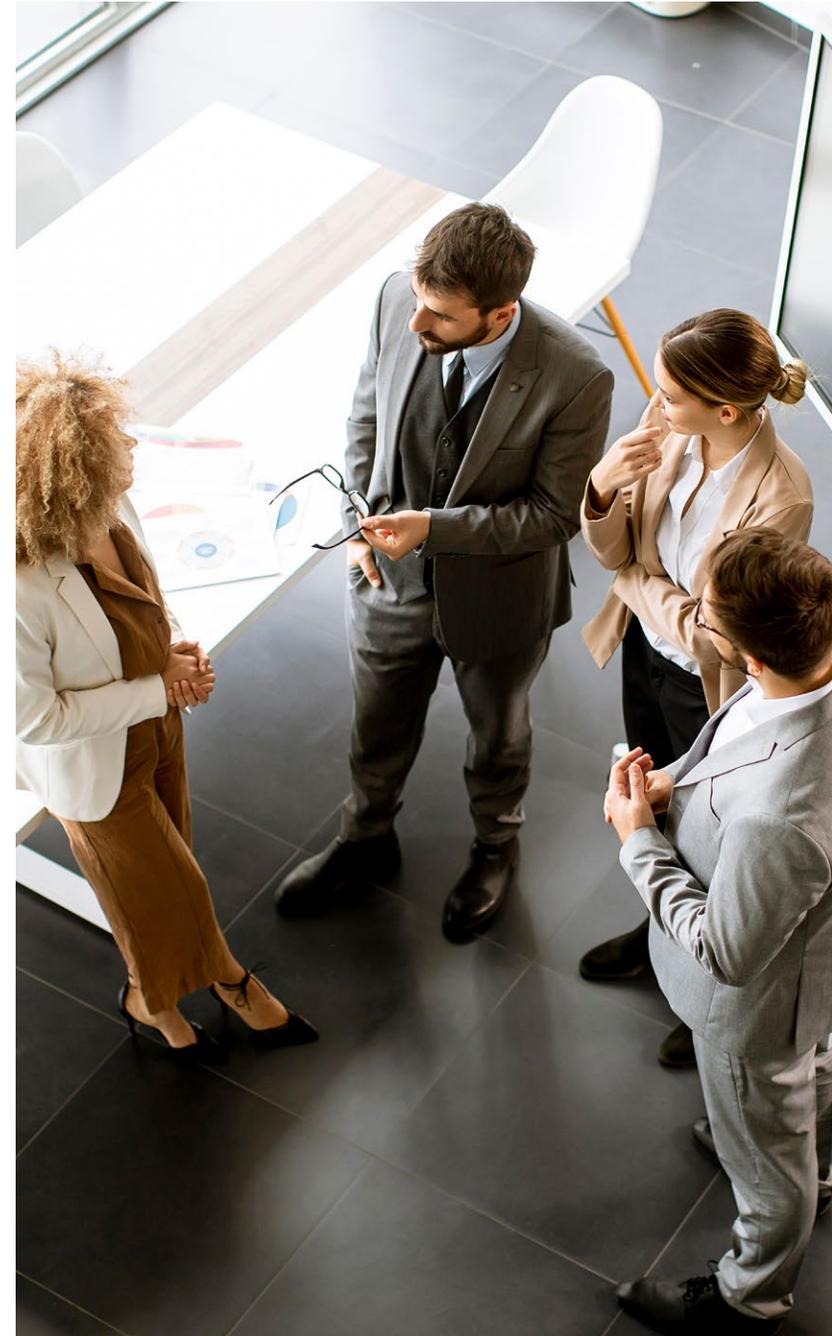
The U.S. office market shows early signs of recovery in many major metros as core fundamentals stabilize. Nationally, the vacancy rate has begun to decline. Stronger demand for high-quality, amenity-rich space continues to lead the rebound, supported by increased office attendance. Recovery remains uneven and highly divided by asset quality and location, with the overall vacancy at 18.2%, the construction pipeline at 25.8M SF, and 2025 annual absorption of 18.6M SF.

More than 50% of markets are moving towards recovery, with only a handful encountering significant occupancy losses in 2025. Manhattan continued to lead the country with record-high absorption and pre-pandemic leasing volume, as the legal sector had its second-strongest year on record. Dallas and Silicon Valley also grew substantially in 2025, while fourth-quarter occupancy growth in Boston and Detroit offset losses throughout the rest of the year.

The spread of RTO mandates is boosting many local markets. Law firms and financial services companies were at the forefront in many markets, with many seeking to bring back professional and administrative staff for almost 4 days per week. Office space continues to be utilized for employee retention and attraction, while creating client-facing spaces to host events. Peak days for office occupancy remain Tuesday, Wednesday, and Thursday, while the number of remote-first jobs in the legal industry continues to shrink.

Leasing decisions by law firms in 2026 will be hyper-focused on the local market, supported by deeper evaluation and a better understanding of the driving fundamentals and forecasts. Companies will continue to assess all their real estate holdings and leases, seeking to improve efficiency by upgrading to newer buildings or spaces. In most markets, landlords are being flexible to retain law firms by providing flexible lease terms and concession packages, as they provide long-term stability for a property.

U.S. VACANCY	UNDER CONSTRUCTION (SF)	2025 NET ABSORPTION (SF)
18.2%	25.8M	18.6M





CANADA

Canada’s office leasing market ended 2025 with momentum, driven by renewed efforts to improve RTO policies amid a declining development pipeline and tightening availability in prime downtown nodes. Strong absorption trends in Toronto, Calgary, and select suburban markets, combined with an 85% reduction in new office construction over the last five years, have set the stage for improved fundamentals through 2026, particularly for best-in-class facilities in major legal and financial hubs.

Against this backdrop, Canada’s legal services sector demonstrated a clear recommitment to physical office space in 2025, using real estate as both a talent magnet and brand differentiator. Large national and international firms like Blake, Cassels, & Graydon, Miller Thomson, and DLA Piper anchored long-term leases in downtown trophy locations — and engendered renewed confidence in sustained in-office collaboration and client-facing work. Regional expansions and relocations across markets like Vancouver, Calgary, Ottawa, and Montreal highlighted a bifurcated strategy: premium CBD space for national practices, and modernized, right-sized offices in growth-oriented secondary markets for local firms. These leasing decisions increasingly favored flexibility, high-end amenities, and proximity to transit and talent, reinforcing the role of the office as a cultural and experiential asset rather than purely a functional one.

Looking ahead — and perhaps beyond 2026 — Canada’s law firms are expected to deepen their commitment to intentional office use by prioritizing quality over quantity, culture over density, and flexibility over uniformity. With vacancy tightening in top-tier locations and limited new supply, competition for quality space is likely to intensify, as it has in the Toronto Financial District and parts of Western Canada. Forward-thinking firms will continue to leverage real estate as a strategic tool to attract talent, in tandem with the adoption of AI tools, and to emphasize the unique benefits of a dynamic workplace: inclusion, collaboration, and versatility.

CANADIAN VACANCY

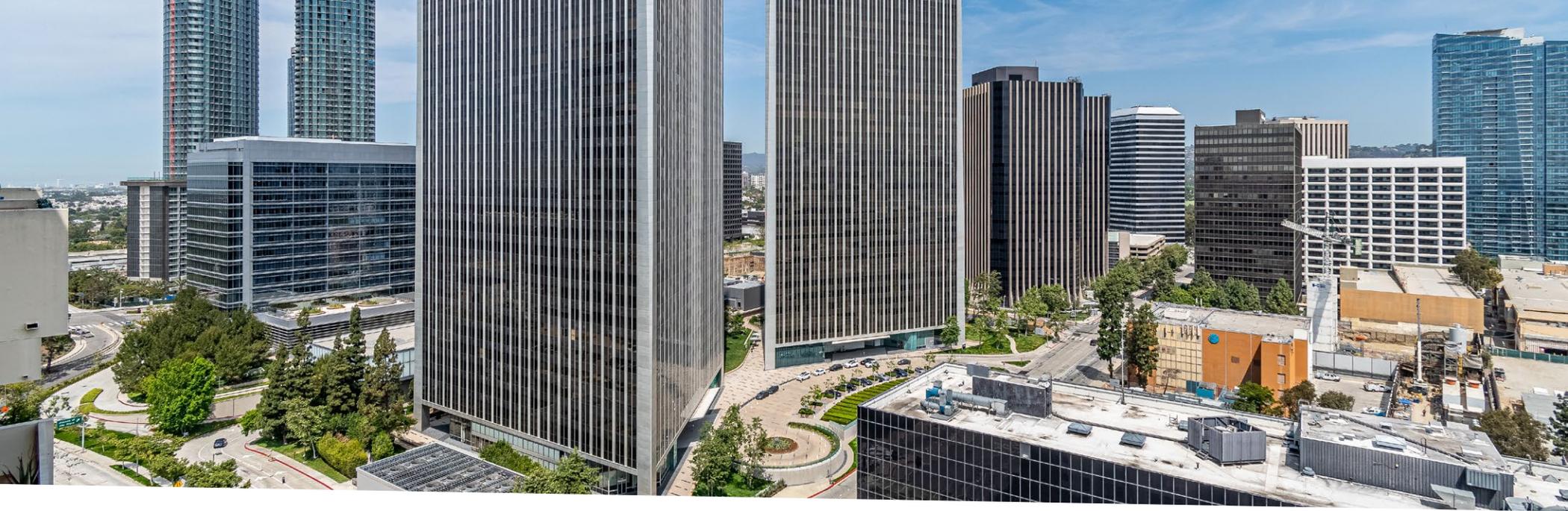
13.9%

UNDER CONSTRUCTION (SF)

3M

2025 NET ABSORPTION (SF)

2.3M



Market Performance

Vacancy: The overall U.S. office vacancy rate ended 2025 at 18.2%, down from the peak of 18.4% in the second quarter of 2025. However, vacancy remained higher in CBDs than in the suburbs. Canada's office sector continued its path to recovery, as the year ended on an optimistic note, with a 100-basis-point drop in Canada's vacancy rate to 13.9% over the past year.

Demand for Quality: Demand and leasing improved in many U.S. markets, with 53% posting positive net absorption for the year. Net absorption was 18.6M SF for 2025, the highest annual total since 2019. Canadian occupiers seized the opportunity to secure high-quality space with a diverse selection of amenities accessible to all commuting patterns.

Construction: New development continues to contract as costs for new construction remain high and capital for new buildings is scarce. The U.S. pipeline totaled only 25.8M SF, a dramatic drop from the peak of 158M SF at the end of 2019. Meanwhile, the Canadian development pipeline has experienced an 85% reduction from five years ago to approximately 3M SF.

Rents: Asking rents are starting to fall in more U.S. markets, as they reset to the new market rates. However, the limited new supply and focus on the top tier of the market is driving rents in the trophy properties. Canada's office leasing market remains bifurcated: a "flight to quality" is driving up rents for premium downtown properties in major hubs like Vancouver and Toronto, while rents continue to decline in suburban areas and government-focused markets because of rising vacancy and slower RTO mandates.



Law firms are actively pursuing top talent and innovation, and both compensation and technology investments continue to rise: **lawyer salaries are more than 8% higher year-over-year, and technology spending has grown by nearly 10% during that same period.**

Select Key Trends Facing the Legal Industry

Talent Attraction and Retention a Major Focus: The legal sector is facing intense competition for talent, driven by increasing client demands, heightened employee expectations, and rapid technological advancements. Law firms are actively pursuing top talent and innovation, and both compensation and technology investments continue to rise: lawyer salaries are more than 8% higher year-over-year, and technology spending has grown by nearly 10% during that same period.

Evolving market dynamics have led midsize firms to gain market share as clients seek greater value, prompting large firms to emphasize their specialized expertise, while smaller firms recruit qualified attorneys to handle growing workloads. Firms must also adapt to the changing priorities of the emerging generation of lawyers, who seek more flexibility, mentorship, access to modern technology, and equitable career progression. These factors increasingly affect workplace design and operational strategies.

AI Integration and the Impact on Office Design: The adoption of AI technology has become a defining force in workplace strategy across the legal sector. Firms such as Borden Ladner Gervais (BLG) are introducing responsible AI integration to improve both productivity and talent retention, to attract younger legal professionals. This has influenced office design to include adaptable infrastructure, collaborative zones, and digitally enabled meeting environments for hybrid work and in-person collaboration. Refurbishment examples like the Montreal and Toronto offices of Torys LLP, the Toronto office of Foglers LLP, and Davies Ward Phillips & Vineberg's Montreal office redesign exemplify this trend; they blend classic design with modular, tech-forward layouts built to evolve alongside legal practices.

Smaller and Midsize Law Firms Seeing Outsized Increase in Client Demand:

Demand for smaller and midsize law firms has grown significantly as corporate legal departments recalibrate how they allocate work amid budget pressure, rising billing rates, and economic uncertainty.

In 2025, in-house counsel increasingly moved routine and moderately complex matters away from the highest-cost firms, often saving up to 40% by engaging smaller firms without sacrificing capability. Demand at midsize firms, therefore, grew nearly 5% in the latter half of the year — far outpacing growth in the largest firms. This redistribution is driven by evolving client expectations for value, efficiency, and specialized expertise, as well as by the smaller firms' often more agile service models and lower overhead. At the same time, the overall legal market had one of its strongest demand surges in more than a decade, and smaller firms captured a disproportionate share by offering cost-effective but credible alternatives to premium providers.



Private Equity Investment in Law Firms

Increasing: Private equity investment in the legal industry is growing significantly, propelled by evolving regulatory frameworks, the pursuit of new growth avenues, and the compelling financial characteristics of law firms as stable, high margin entities with predictable revenue streams and minimal capital requirements. The UK already offers a strong benchmark — with nearly £1.2 billion invested over five years and £534 million in 2024 alone — while the U.S. is on

the brink of accelerated activity as states adopt alternative ownership structures and larger firms consider minority stake sales. Law firms are seen as attractive candidates in a fragmented market with substantial consolidation opportunities.

In the United States, relaxed ownership restrictions in select states, such as Arizona, are facilitating the development of innovative investment structures. As private equity enters a sector historically inaccessible to non-lawyer

ownership, that could introduce capital at an unprecedented scale, accelerating technology adoption, AI integration, and the creation of service products within major firms. Private equity is also targeting boutique and specialized firms, particularly in high-growth or process-driven practice areas such as family law, personal injury, employment, and intellectual property. In these sectors, operational efficiencies and technology-enabled workflows are expected to generate compelling returns.



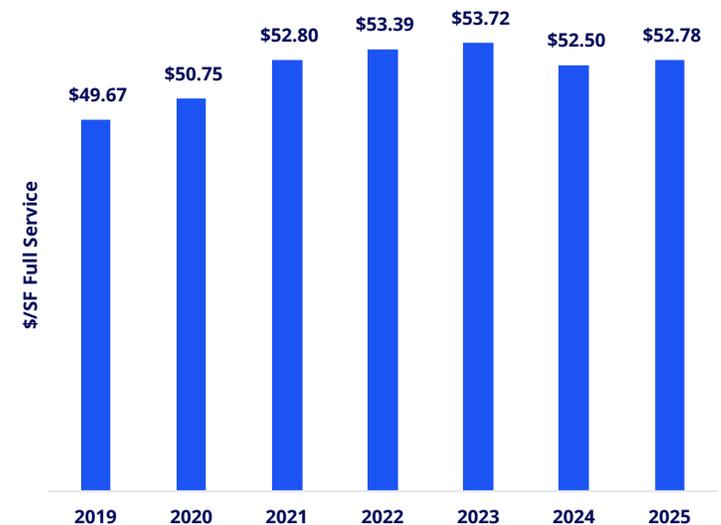
Deep Dive: Trends Across Class A Properties in the U.S.

SOFTENING RENTS AS MARKETS RECALIBRATE

U.S. Class A CBD asking rents climbed steadily from \$49.67 in 2019 to a cycle high of \$53.72 in 2023, followed by a modest pullback to \$52.50 in 2024 and a slight rebound to \$52.78 in 2025. Overall — despite the softening in 2024 — rents are up about 6.3% from 2019, an average annual gain of roughly 1%. The pattern suggests resilient prime CBD pricing through the early 2020s, driven by new construction deliveries, and early signs of stabilization in 2025. Fluctuation is expected over the next couple of years as the recovery spreads to more markets.

The increase in asking rents was influenced by the increasingly larger concession packages offered by landlords over the past few years. Raising the rate and extending lease terms helped offset record-high tenant improvement (TI) packages in most markets. The increase in rates to offset the historically high TI packages is putting downward pressure on net effective rental rates.

U.S. CLASS A CBD ASKING RENTS



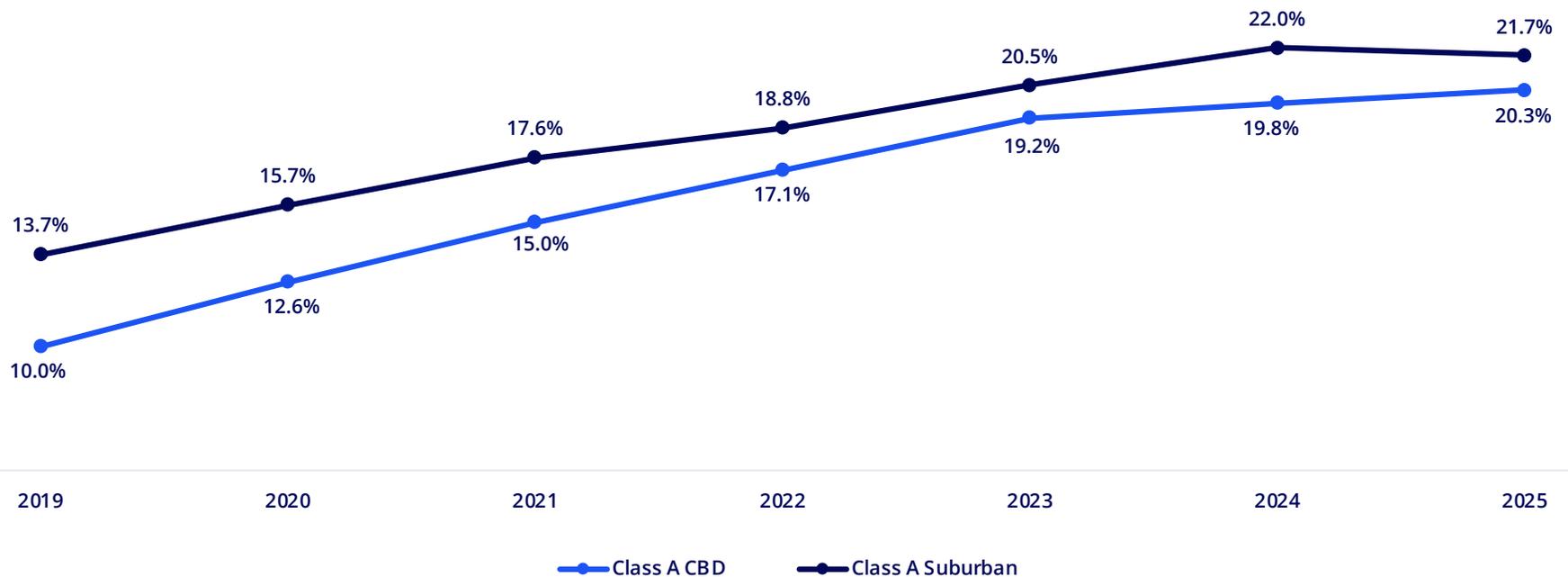
Source: Colliers

CLASS A VACANCY

The vacancy rate for Class A CBD office space remains below that of Class A suburban offices, a stark contrast to the national average vacancy rate for all classes, which is lower in the suburban areas. The delta between the two geographic areas has tightened over the last six years as tenants continued to chase the top buildings in the top markets: vacancies in suburban Class A properties had their first annual decline in 2025, of 30 basis points, to 21.7%. The 50-basis-point increase in the CBD Class A vacancy rate from 2024 to 2025, to 20.3%, was the lowest annual increase since the pandemic.

Class A suburban properties had their first annual decline in vacancy in more than 10 years during 2025.

U.S. Suburban-CBD Vacancy



Source: Colliers

FREE RENT & TI PACKAGES

While Class A landlords have generally held asking rents firm since the pandemic, markets remain skewed in tenants' favor, with record-high concession packages in most cities. Average TI allowances for a new 10-year lease on Class A space have increased 2.0% from 2024 to \$119.36 per rentable square foot, and free rent has increased from 9.6 to 9.7 months.

Concessions are highest in the West, averaging \$139.63/SF in TIs with 10 months of free rent on a ten-year lease. San Francisco and Portland lead the region and rank among the markets with the highest concessions. By contrast, the Midwest has the lowest concessions, averaging \$97.00/SF with 9 months of rent abatement, with Chicago an outlier by offering \$130/SF and 12 months of rent abatement.

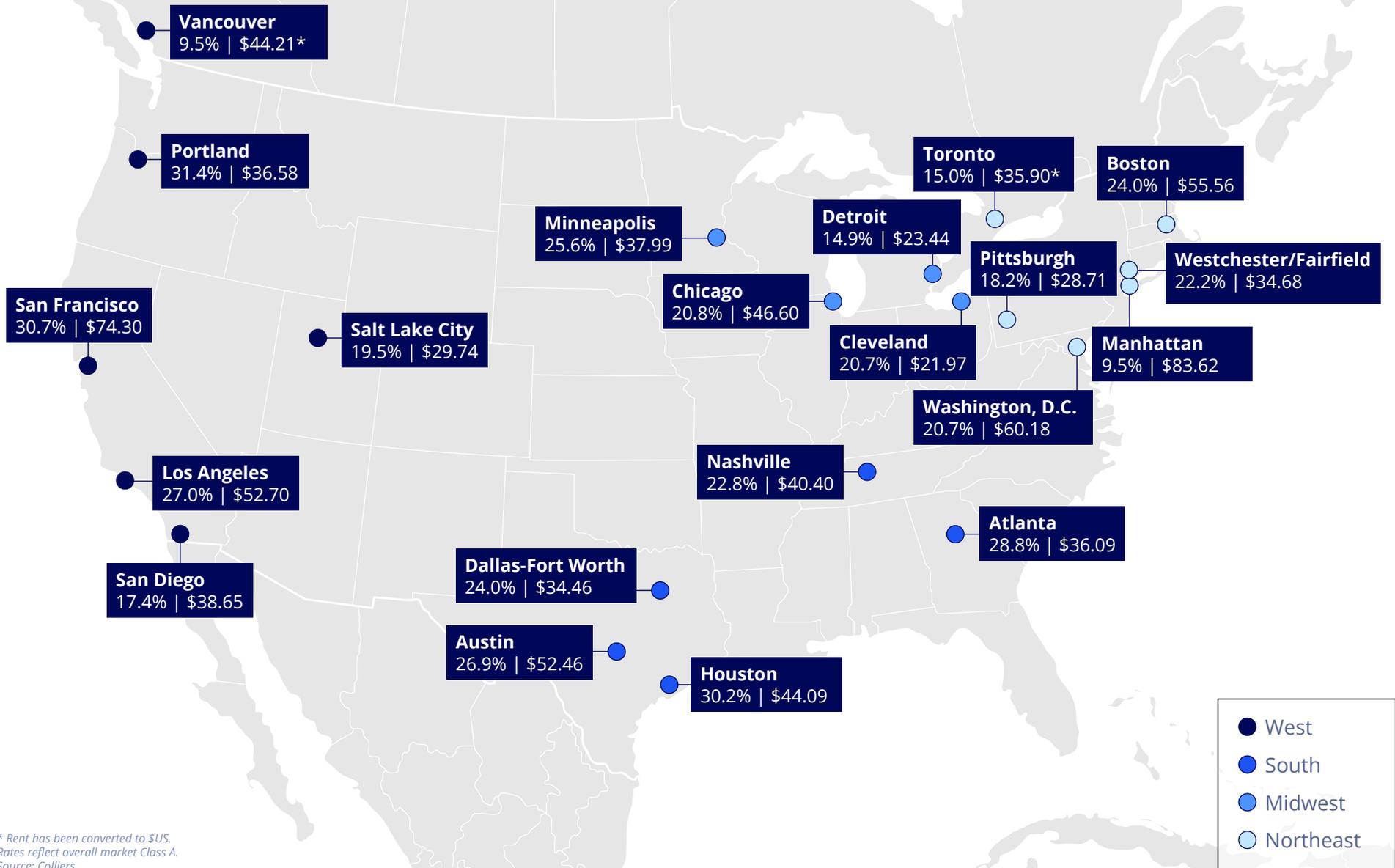
While TI allowances have now reached or exceeded \$100 per square foot in 14 surveyed markets, they often fail to cover the full cost of improvements due to soaring material prices and a persistent skilled labor shortage. In response, landlords are requiring longer lease commitments to offset rising costs, adding complexity to lease negotiations. In addition, firms are having to contribute to build-out costs, further straining real estate decisions. This is exacerbated by financing constraints, which are limiting some landlords' ability to offer competitive incentives, leading some firms to favor renewals over relocations.

Concessions Vary by Region & Market

Location	TI Allowance (\$PSF)*^	Rent Abatement (months)^
REGION		
Northeast	\$119.87	11
Midwest	\$97.00	9
South	\$116.25	10
West	\$139.63	10
MARKET SIZE		
Gateway	\$143.50	11
Large	\$106.37	8
Medium	\$119.64	10
Survey Average	\$119.36	9.7

*TI allowance numbers have been converted to \$US. They are gross values.
^TI allowance and rent abatement numbers are based on a 10-year new lease.

Downtown Class A Vacancy Rate & Asking Rent (PSF)

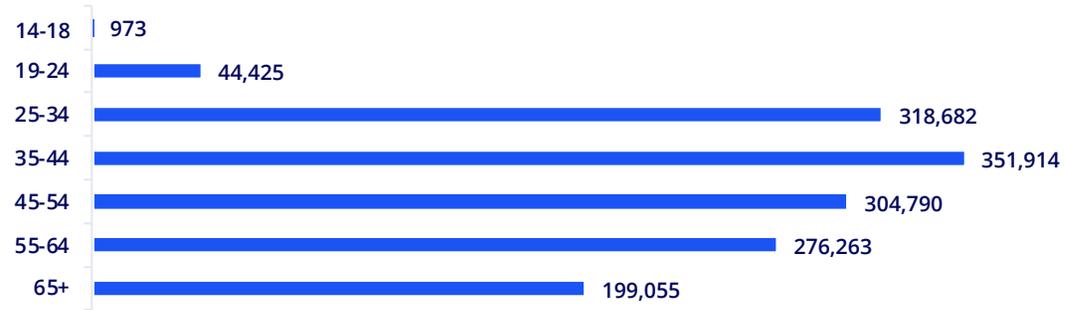


* Rent has been converted to \$US.
Rates reflect overall market Class A.
Source: Colliers

LEGAL LABOR MARKET

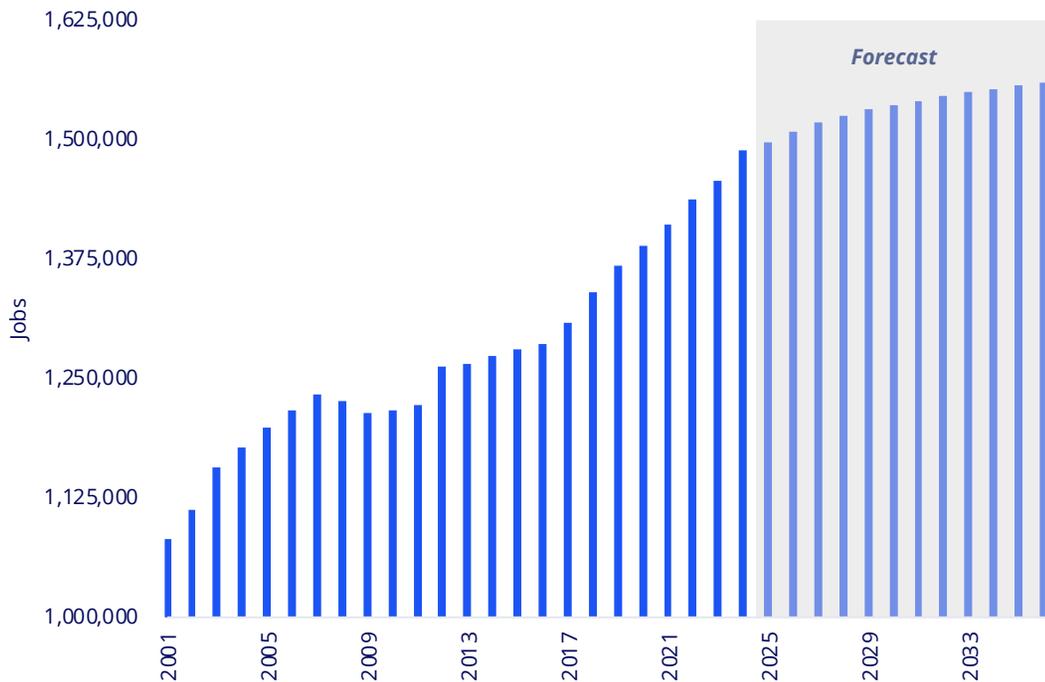
In 2025, the U.S. legal labor market comprised an estimated 1.5 million jobs across eight tracked occupations and across all industries. Lawyers were the majority, at 62.2%, followed by paralegals and legal assistants, at 25.8%. The remaining legal occupations each accounted for fewer than 4% of the total employees nationwide.

Legal Labor Age Breakdown



Source: Lightcast

Legal Occupation Job Growth



Source: Lightcast

Across all legal occupations combined, employment rose from 1.1 million jobs in 2001 to 1.5 million jobs in 2025, a net gain of roughly 414,549 jobs, a 24-year growth rate of 38.3%, and a 1.36% compound annual growth rate (CAGR) over the same span. Legal occupations outpaced the U.S. total occupation growth of 0.72% CAGR during that period. The long-term trend is broadly upward, with a modest contraction around the Great Financial Crisis and steady gains in the 2010s and early 2020s. Even the pandemic year showed a net increase of about 20,274 jobs from 2019 to 2020, with growth continuing into 2024–2025.

The occupation mix remains anchored by lawyers, but the share of paralegals and legal assistants has expanded markedly, as well:

- Lawyers accounted for 62.4% of all legal jobs in 2001 and 62.0% in 2025, with headcount rising from 675,320 to 927,721 over the period — a 37.4% growth in jobs.
- Paralegals and legal assistants grew from 17.9% of the total in 2001 to 25.8% in 2025, with employment nearly doubling from 193,583 to 386,422, representing the largest share gain among legal occupations.



U.S. LEGAL OCCUPATION FORECAST

Legal employment in the U.S. is projected to grow more slowly over the next decade, from approximately 1.51 million jobs in 2026 to 1.56 million in 2036 — about 50,949 positions and a modest 0.33% CAGR. This is slightly below the U.S. projection across all occupations of a 0.52% CAGR over the next ten years. This indicates a maturing labor market influenced by productivity and technology-driven efficiency. Growth is expected across most occupations but remains incremental: Lawyers are projected to add roughly 35,295 jobs (0.37% CAGR), while paralegals and legal assistants are forecast to grow by about 11,370 jobs (0.29% CAGR). Other roles may have only small increases. Overall, the occupational mix will remain stable, with lawyers and paralegals continuing to represent the core of legal employment.

IMPACT ON HIRING

Increasing consolidation from merger and acquisition activity among law firms and a surge in lateral hiring, particularly at the three- and four-year associate level, have exposed gaps in training and skill development, particularly for mostly remote cohorts. These dynamics underscore the importance of in-office mentoring and development programs. Some firms are tightening cultural expectations by linking compensation or partnership evaluations to physical presence, creating a divide between attorneys focused solely on billable work and those contributing to firms' development, employee training, and business generation.

In 2025, 59 mergers were completed, an 18% year-over-year increase. The two largest mergers were Troutman Pepper and Locke Lord, combining to form Troutman Pepper Locke, and McDermott Will & Emery joining with Schulte Roth & Zabel to form McDermott Will & Schulte. There were 10 cross-border mergers that closed in 2025, up from three in 2024. In early 2026, 16 mergers were announced, with expected completion by the year's end.

Evolution of Law Firm Real Estate: A Look Back at Changing Preferences

Examining law firm leasing trends from five and ten years ago reveals how closely real estate decisions reflect the business climate and operational priorities of the time, with increased operational efficiency as the ultimate goal. Cutting costs became a focal point, whether through downsizing and/or relocation, as well as reconfiguring spaces to meet current needs. A decade ago, firms opted for a space that balanced affordability with market growth, as rents and construction costs rose. Five years ago, shifting market conditions and evolving workplace strategies began to reshape these preferences, prompting early moves toward flexibility and more thoughtfully designed space. Looking back at these periods offers valuable context for understanding today's choices — where flexibility, workplace experience, and cost discipline play far greater roles — and highlights how economic forces, client expectations, and talent competition continue to influence how law firms think about space.

TOP TRENDS IN 2016

In 2016, law firms across North America faced mounting pressure to rethink their real estate strategies as rental rates continued to rise and vacancies tightened in many major markets. Office conditions in 2016 led many firms to focus on cost containment and operational efficiency.

They increasingly opted for renewals rather than relocations, often reducing office sizes and restacking existing layouts to limit build-out costs. Many also pursued technological efficiencies, reduced attorney-to-staff ratios, and moved routine support functions to lower-cost markets.

TOP TRENDS IN 2021

The COVID-19 pandemic fundamentally reshaped law firm real estate strategies, accelerating trends toward flexibility, efficiency in the form of hybrid work, and long-term space planning. Law firms returned to physical offices more quickly than most other industries. They focused on reducing their footprints, adopting more universal office designs, and negotiating for greater lease flexibility — including contraction options, early termination rights, and short-term renewals when possible. Remote and hybrid work models were expected to endure, particularly for support staff. Overall, as law firms experimented with new models in a transitional year, they also outperformed other office users in overall occupancy rates and speed of return.

A Look Back at Law Firm Trends

2016

- Renewals dominated with 7 of the 10 largest law firm leases.
- Firms' were likely to reduce square footage, consolidate into single buildings, and adopt more efficient layouts.
- Limited availability of large blocks of quality space in some metros further pushed firms to stay put.
- Continued movement toward smaller offices and reduced footprints often resulted in space reduction of 15%–25% at renewal.
- Greater adoption of technology enabled reductions in staff support roles, paper storage, libraries, and administrative areas.

2021

- Firms continued a pre-pandemic trend of reducing footprints 20%–30%, and some reduced as much as 60% at renewal.
- As universal-size offices gained significant traction, firms could convert rooms into offices, hoteling stations, or conference space.
- Many firms pursued 10-year leases for new relocations, while short-term renewals remained common for firms still assessing needs.
- Nearly 70% of firms occupied at least 25% of their office space — far ahead of other industries in getting back into the office immediately post-pandemic.
- Support staff adoption of hybrid work increased significantly, with 75% working remotely at least one day per week.
- Firms redesigned spaces to include tech rooms, flexible collaboration areas, and demisable layouts for future adaptability.

2026

- Hospitality and client-facing spaces are increasingly incorporated into office layouts. Outdoor space is valuable.
- U.S. office RTO is generally 3-4 days/week, while Canada sees an average of 4 days/week in the office.
- Professional and administrative staff back in the office 75% of the time by the end of 2026.
- Firms are likely to reduce square footage when negotiating their next lease.
- Build-out costs require longer lease terms for new leases.
- Planning for lease expiration beginning earlier, as limited new development creates fewer options for relocation.



2026 Law Firm Survey: Key Takeaways

LONG-TERM LEASES ARE BACK — AND LIKELY INVOLVE A REDUCTION OF SPACE

While some firms agreed to shorter terms in the immediate post-pandemic period, law firms are back to signing 10-year-plus terms to lock in rental rates and negotiate favorable concessions. The return to longer lease terms for relocations, typically 10 to 15 years, is due to high construction and improvement costs and contrasts with shorter renewal terms of 5 to 10 years.

For long-term lease holders, many 2026–2030 expiring leases were signed well before the pandemic. As a result, changes in space use and occupancy plans have led most law firms to downsize, especially when relocating to higher-end buildings that are primarily glass and steel, thereby increasing efficiency and providing more natural light. Some renewals can be as brief as two to three years when tenant improvements are minimal, as firms further cement their office occupancy policy and identify the ideal space layout. Most relocating firms are reducing their footprints, often by 30%–35%, while those firms renewing without full reconfigurations tend to downsize more modestly — around 10%–15%.

2026 Law Firm Survey

What is the typical length of the lease term for a relocation to a new building?

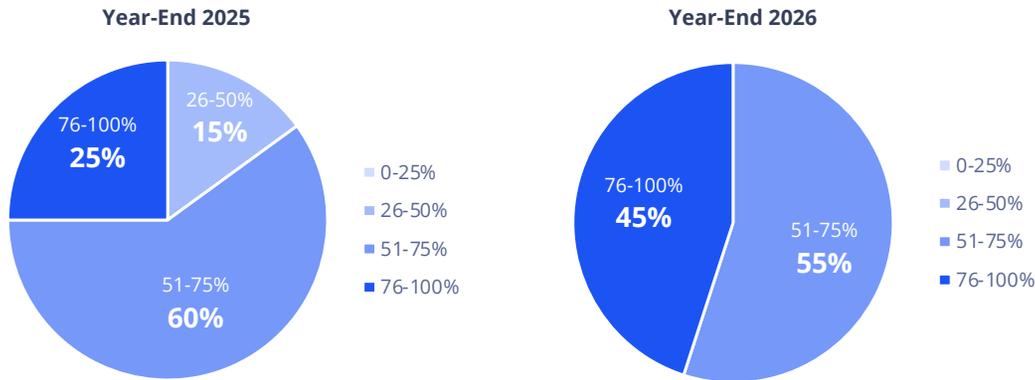
70% 10 years 30% More than 10 years

What is the net result when law firms sign or renew an existing one?

50% Space Reduction 35% No Change in Space 15% Space Increase

Source: Colliers

2026 Law Firm Survey
In-Office Occupancy (2025 vs 2026)



Source: Colliers

By the end of 2026, it is forecasted that almost all of law firms will have staff and lawyers in the office more than 50% of the work week.

LAW FIRMS ARE MAKING A HARD SHIFT AWAY FROM REMOTE WORK

RTO policies are widespread in the legal industry, as firms shift away from remote work. By the end of 2026, almost all of law firms are expected to have staff and lawyers in the office for more than 50% of the workweek, and professional and administrative staff for about 70% of the time, further reducing remote work.

RTO mandates are intersecting with firm culture, mentoring, and associate development — especially for early-career attorneys. Canadian firms have had substantially higher in-office expectations, often four to five days per week for major firms, with some organizations tracking attendance and linking compensation to in-person presence. In contrast, U.S. markets' attendance norms hover around three to four days per week. Firms and younger attorneys have realized that offices provide a better environment for learning core legal skills.



NEW DESIGN TRENDS TO WATCH IN 2026

Many of the workplace strategy models popular in the post-pandemic office — such as hoteling and work-from-home — have become less prevalent in today's law firm. Firms are adopting flexible lease terms for future adjustments based on business operations demand and incorporating different construction options that enable them to shift their space design more easily. Single-sized offices have become an industry standard, with firms that had previously not adopted them integrating this design into new leases. Technology use remains a priority as firms research how to use AI and continue to push toward digitally centralized records. Spaces are equipped with more user-friendly technology so that in-person personnel can interact with remote workers or clients.

New space plans increasingly feature hospitality-oriented layouts, dedicated client-facing floors that can host events, and flexible seating and alternative work zones with banquettes and bar-height tables. Outdoor areas, such

as terraces and rooftop patios with nano walls, are especially desirable for superior client experiences and extra amenity value. For some firms, these spaces boost recruitment and strengthen competitive positioning, even allowing clients to use them to gain a competitive edge over peers.

LIMITED OPTIONS FOR UPGRADING SPACE

Local market conditions across North America reflect tightening availability of Class A/A-plus trophy space, rising construction costs, and slower deal timelines due to greater diligence, stakeholder review, and slower-responding owners scrutinizing any capital expenditures. Scarcity of Class A space is forcing some firms to start the process earlier, especially large users facing limited relocation options. Canadian markets, in particular, with exceptionally low vacancy rates and minimal new construction projected before 2032, are driving firms to begin strategic planning four to five years in advance.

2026 Law Firm Survey

Trend Adoption to Watch in 2026

TECHNOLOGY-DRIVEN UNIVERSAL SPACE



EASILY DEMISABLE SPACE



SINGLE-SIZED OFFICES



MORE FLEXIBLE LEASE TERMS



10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Unlikely Likely Already Taking Place

Source: Colliers



Outlook

The outlook for North American law firm real estate from 2026 through 2030 is defined by stabilizing market fundamentals, continued RTO momentum, and the growing influence of technology — particularly AI — on space needs and workplace strategy. While 2025 marked the beginning of a recalibration period, 2026 and beyond will bring greater clarity as firms confront expiring pre-pandemic leases, constrained supply in top-tier buildings, and a rebalanced labor market.

Across the U.S. and Canada, the office market recovery is expected to broaden as occupancy, leasing velocity, and space utilization gradually improve. Class A and trophy assets will remain the strongest performers, benefiting from limited new construction and sustained demand from law firms and financial services tenants. Vacancy rates in top CBDs are expected to decline modestly by late 2026 before stabilizing in 2027 as limited new deliveries reduce supply pressure. Suburban markets will see slower improvement, with firms increasingly prioritizing centrality, amenities, and transit connectivity over cost savings. Concessions are likely to peak in 2026, then gradually tighten as demand strengthens and

owners face fewer competitive pressures. This environment favors early movers: firms that begin renewal or relocation planning well in advance of expiration will capture the most favorable terms in a window that may not last beyond 2027.

Trophy and Class A/A+ availability will tighten significantly through the end of the decade, driven by minimal new supply and longer lease terms as tenants lock in pricing and seek to offset high build-out costs. By 2028–2030, many large law firms will face a shortage of viable relocation options, making early strategic planning — four to five years ahead — the new normal for major users.

RTO policies across the legal sector are solidifying into long-term operating norms. By the end of 2026, most firms will have attorneys and staff on-site the majority of the week. As firms correlate in-office presence with productivity, culture, and attorney development, attendance metrics are increasingly tied to performance evaluations, mentorship responsibilities, and career advancement, strengthening long-term workplace utilization.



Top Law Firm Office Market Data

Market	Class A Vacancy Rate	Class A Asking Rent (PSF)*	TI Allowance (PSF)*^	Rent Abatement (months)^
Atlanta	28.8%	\$36.09	\$100-\$150	10-12
Austin	26.9%	\$52.46	\$135-160	8
Boston	24.0%	\$55.56	\$150-\$200	10-12
Chicago	20.8%	\$46.60	\$130	12
Cleveland	20.7%	\$21.97	\$60-\$80	6-10
Dallas-Fort Worth	24.0%	\$34.46	\$85-\$100	8-10
Detroit	14.9%	\$23.44	\$60-\$100	3-6
Los Angeles	27.0%	\$52.70	\$120	12
Manhattan	9.5%	\$83.62	\$100-\$185	12
Minneapolis	25.6%	\$37.99	\$100-\$120	10
Nashville	22.8%	\$40.40	\$100	12
Pittsburgh	18.2%	\$28.71	\$80-\$100	5-7
Portland	31.4%	\$36.58	\$150	12
Salt Lake City	19.5%	\$29.74	\$110	12
San Diego	17.4%	\$38.65	\$110-\$150	10
San Francisco	30.7%	\$74.30	\$200	6
Toronto	15.0%	\$35.90	\$70-\$120	4-6
Vancouver	9.5%	\$44.21	\$100-\$250	6
Washington, D.C.	20.7%	\$60.18	\$125	12-18
Westchester, NY/Fairfield, CT	22.2%	\$34.68	\$75-\$100	10-12

*Rent and TI allowance numbers have been converted to \$US. They are gross values.
 ^TI allowance numbers and rent abatement are based on a 10-year new lease.
 Source: Colliers



Top Trends Impacting Atlanta Law Firms

- 1 Flight to quality
- 2 Right-sizing space
- 3 One size offices if possible

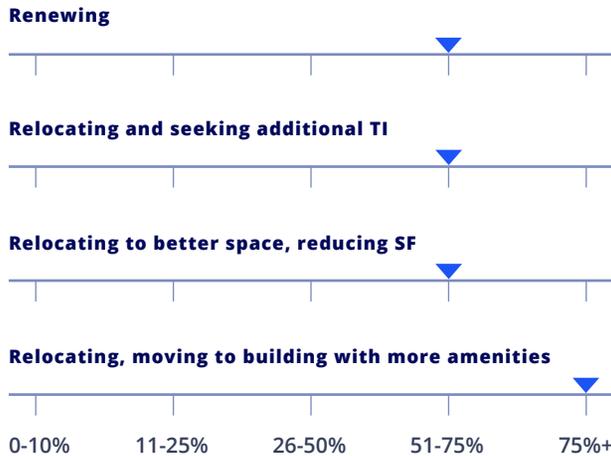
Other Trends of Note

Seeing a shift of historically Downtown law firms moving to Midtown.

Are landlords offering more flexible leases to law firms?

Landlords are holding steady on rates, but offering more concessions all around.

Law Firms in Atlanta, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Bondurant Mixson Elmore	23,209
Lawrence & Bundy	8,888
Akerman	8,633

MARKET DATA

Class A Vacancy Rate	28.8%
Class A Asking Rent (PSF \$US)	\$36.09
Rent Abatement (months)*	10-12
TI Allowance Range (PSF \$US)*	\$100-\$150

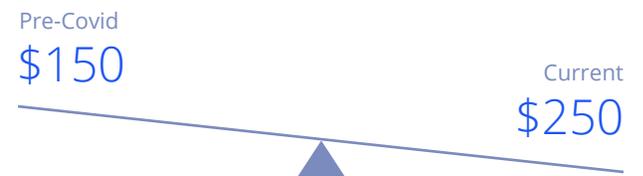
* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	20,783
Judicial Law Clerks	468
Admin. Law Judges, Adjudicators, Hearing Officers	425
Arbitrators, Mediators, Conciliators	157
Judges, Magistrate Judges, and Magistrates	597
Paralegals and Legal Assistants	11,096
Title Examiners, Abstractors, and Searchers	733
Legal Support Workers, All Other	1,642

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)





Top Trends Impacting Austin Law Firms

- 1 Flight to quality
- 2 Increased office efficiency
- 3 Office space leveraged for talent retention and client entertainment

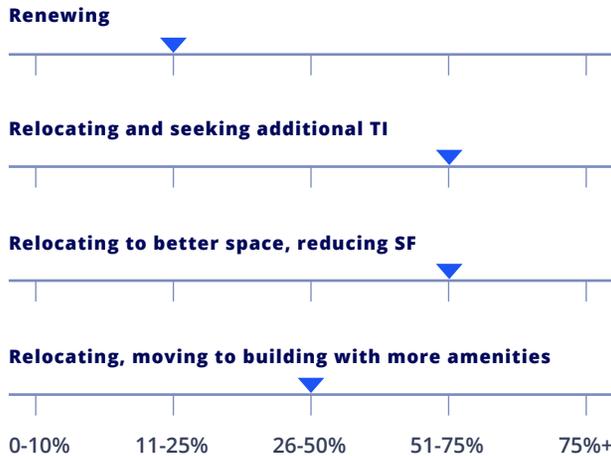
Other Trends of Note

Very few notable law firm subleases in the marketplace.

Are landlords offering more flexible leases to law firms?

Primary flexibility continues to be through lease term (allowing for shorter than typical terms if it's a low TI deal) and larger TI packages across all industries.

Law Firms in Austin, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Chamberlain McHaney, PLLC	12,695

MARKET DATA

Class A Vacancy Rate	26.9%
Class A Asking Rent (PSF \$US)	\$52.46
Rent Abatement (months)*	8
TI Allowance Range (PSF \$US)*	\$135-\$160

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOB
Lawyers	8,829
Judicial Law Clerks	96
Admin. Law Judges, Adjudicators, Hearing Officers	118
Arbitrators, Mediators, Conciliators	164
Judges, Magistrate Judges, and Magistrates	715
Paralegals and Legal Assistants	4,628
Title Examiners, Abstractors, and Searchers	683
Legal Support Workers, All Other	187

Source: Lightcast

Build Out Cost For Class A Raw Space (PSF \$US)

Pre-Covid	\$200
Current	\$200



Top Trends Impacting Boston Law Firms

- 1 Elevated construction costs
- 2 Limited class A, high-rise availability
- 3 Increased competition from new-to-market firms

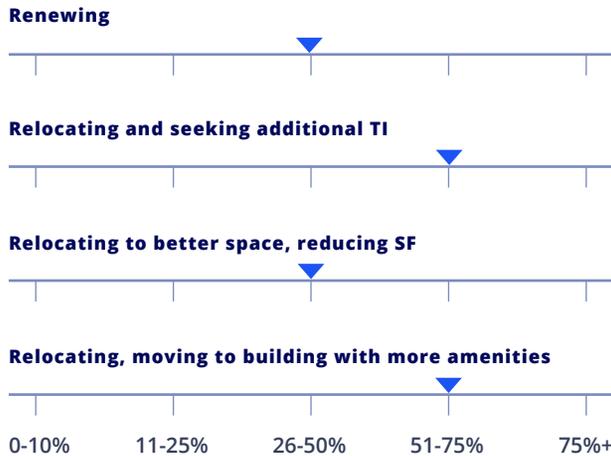
Other Trends of Note

More firms with lease expiration driven requirements are now opting to relocate their offices instead of renewing and renovating "in-place", particularly if they are at the end of 10+ year leases. Due to the continued rise of construction costs, law firms are maximizing landlord concession packages by signing 10+ year leases to help offset their out of pocket costs for best-in-class space.

Are landlords offering more flexible leases to law firms?

Increased concessions and expansion/contraction rights.

Law Firms in Boston, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Mintz	29,553
DLA Piper	15,780
Goodwin	12,939

MARKET DATA

Class A Vacancy Rate	24.0%
Class A Asking Rent (PSF \$US)	\$55.56
Rent Abatement (months)*	10-12
TI Allowance Range (PSF \$US)*	\$150-\$200

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	22,797
Judicial Law Clerks	839
Admin. Law Judges, Adjudicators, Hearing Officers	107
Arbitrators, Mediators, Conciliators	169
Judges, Magistrate Judges, and Magistrates	453
Paralegals and Legal Assistants	6,868
Title Examiners, Abstractors, and Searchers	394
Legal Support Workers, All Other	1,232

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)





Top Trends Impacting Chicago Law Firms

- 1 Flexibility in workstyle and more of a hospitality feel
- 2 Return to office
- 3 Emphasis on recruiting lateral hires

Are landlords offering more flexible leases to law firms?

Yes, most landlords are providing flexibility in concession allowances either allowing law firms to convert free rent into additional tenant improvement allowance or vice versa. Additionally, a few landlords have been willing to sign leases with law firms and provided beneficial occupancy 2-3 years prior to lease commencement.



Law Firms in Chicago, what percent are:

Renewing



Relocating and seeking additional TI



Relocating to better space, reducing SF



Relocating, moving to building with more amenities



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
ArentFox Schiff	170,000
Segal McCambridge Singer & Mahoney	63,813
Lewis Brisbois	55,417

MARKET DATA

Class A Vacancy Rate	20.8%
Class A Asking Rent (PSF \$US)	\$46.60
Rent Abatement (months)*	12
TI Allowance Range (PSF \$US)*	\$130

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOB
Lawyers	33,490
Judicial Law Clerks	141
Admin. Law Judges, Adjudicators, Hearing Officers	320
Arbitrators, Mediators, Conciliators	125
Judges, Magistrate Judges, and Magistrates	103
Paralegals and Legal Assistants	10,813
Title Examiners, Abstractors, and Searchers	924
Legal Support Workers, All Other	2,698

Source: Lightcast



Build-Out Hard Cost For Class A Raw Space (PSF \$US)

Pre-Covid

\$125

Current

\$180





Top Trends Impacting Cleveland Law Firms

- 1 Mergers & acquisitions
- 2 Flight to quality
- 3 Attracting and retaining talent

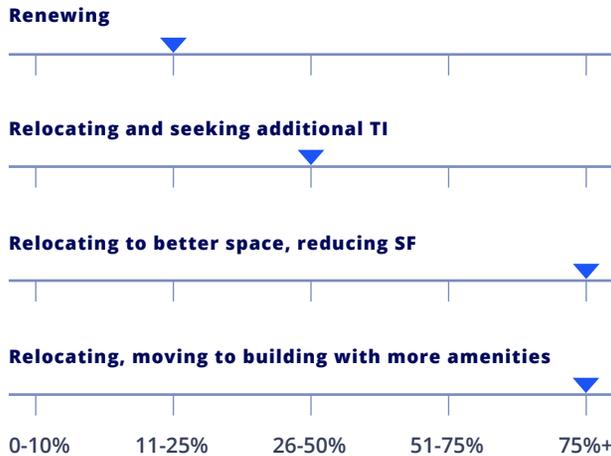
Other Trends of Note

Tenants are concerned about the Landlord's ability to maintain the class A status of the building with higher interest rates and reduction in occupancy.

Are landlords offering more flexible leases to law firms?

Landlords in Cleveland are more willing to provide greater concession packages to attract or retain law firms.

Law Firms in Cleveland, what percent are:



MARKET DATA

Class A Vacancy Rate	20.7%
Class A Asking Rent (PSF \$US)	\$21.97
Rent Abatement (months)*	6-10
TI Allowance Range (PSF \$US)*	\$60-\$80

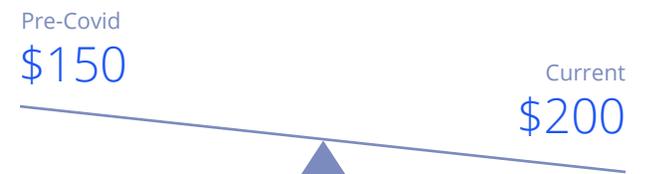
* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOB
Lawyers	6,397
Judicial Law Clerks	106
Admin. Law Judges, Adjudicators, Hearing Officers	135
Arbitrators, Mediators, Conciliators	45
Judges, Magistrate Judges, and Magistrates	549
Paralegals and Legal Assistants	2,869
Title Examiners, Abstractors, and Searchers	335
Legal Support Workers, All Other	180

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)



Dallas-Fort Worth

TEXAS



Top Trends Impacting Dallas-Fort Worth Law Firms

- 1 Addition of multi-functional, client-facing space designed to accommodate both conference use and hosted events.
- 2 Efficient office space layout to reduce overall square footage.
- 3 Flight to quality trend continues to gain momentum.

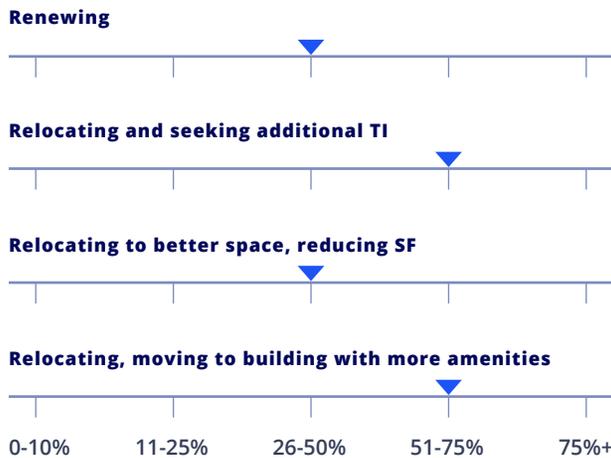
Other Trends of Note

The Texas Stock Exchange is driving demand for corporate, M&A, and securities law expertise. The attorney to legal assistant ratio is rising to 5:1. Smaller and local firms have returned to the office earlier, while larger firms with an international presence are in the process of bringing staff on-site.

Are landlords offering more flexible leases to law firms?

Landlords are willing to provide lease flexibility to firms with solid financials and long-term lease commitment.

Law Firms in Dallas-Fort Worth, what percent are:



MARKET DATA

Class A Vacancy Rate	24.0%
Class A Asking Rent (PSF \$US)	\$34.46
Rent Abatement (months)*	8-10
TI Allowance Range (PSF \$US)*	\$85-\$100

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOB
Lawyers	20,316
Judicial Law Clerks	10
Admin. Law Judges, Adjudicators, Hearing Officers	167
Arbitrators, Mediators, Conciliators	171
Judges, Magistrate Judges, and Magistrates	415
Paralegals and Legal Assistants	8,540
Title Examiners, Abstractors, and Searchers	1,771
Legal Support Workers, All Other	1,051

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)





Top Trends Impacting Detroit Law Firms

- 1 The impact from the increased use of AI
- 2 Smaller firms being absorbed
- 3 Relocating to live/work focused suburbs

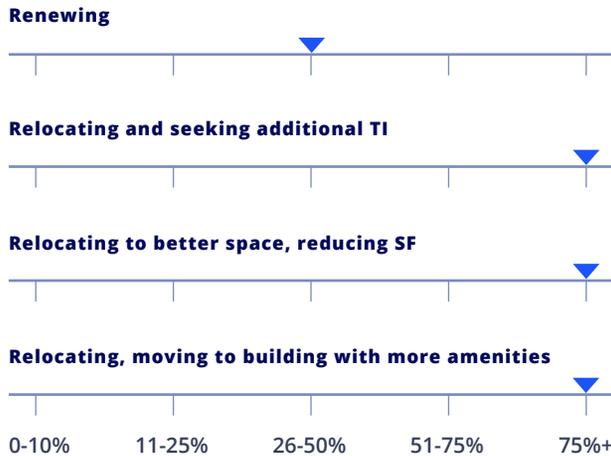
Other Trends of Note

Detroit law firms are navigating a market defined by cost-conscious clients, increased competition, talent retention challenges, and rapid changes in how legal services are delivered.

Are landlords offering more flexible leases to law firms?

Many landlords are willing to invest in spaces to attract and retain law firms, particularly in downtown Detroit and in stronger suburban markets like Birmingham and Troy. In some cases, landlords are providing TI dollars to help firms upgrade and modernize their offices.

Law Firms in Detroit, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
SK Detroit Law Partners	18,500
Foley and Mansfield	18,000
Dickinson Wright	8,900

MARKET DATA

Class A Vacancy Rate	14.9%
Class A Asking Rent (PSF \$US)	\$23.44
Rent Abatement (months)*	3-6
TI Allowance Range (PSF \$US)*	\$60-\$100

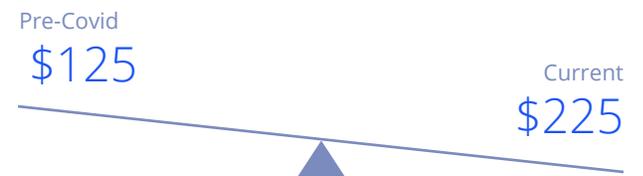
* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	11,596
Judicial Law Clerks	111
Admin. Law Judges, Adjudicators, Hearing Officers	173
Arbitrators, Mediators, Conciliators	87
Judges, Magistrate Judges, and Magistrates	169
Paralegals and Legal Assistants	4,483
Title Examiners, Abstractors, and Searchers	1,144
Legal Support Workers, All Other	555

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)





Top Trends Impacting Los Angeles Law Firms

- 1 AmLaw 100 firms are actively relocating from Downtown LA, prioritizing premium Class A trophy spaces in secure areas like Century City.
- 2 The legal sector is offsetting downsizings by other industries with major renewals.
- 3 National and international law firms are increasingly acquiring specialized Los Angeles boutiques to efficiently expand their practice groups and consolidate office footprints.

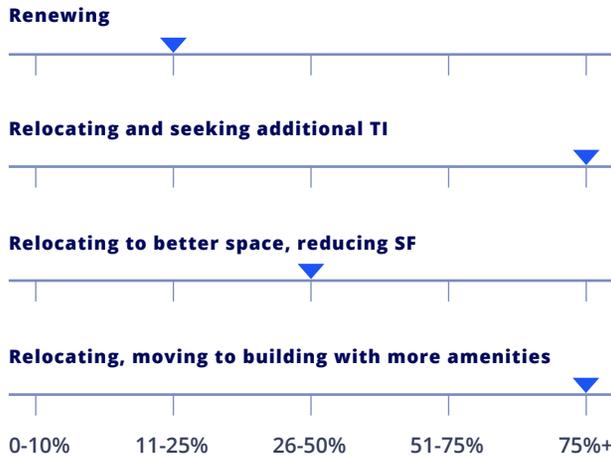
Other Trends of Note

The legal sector footprint reductions seen over the last few years have largely leveled out as most law firms that needed to shed excess office space have already done so.

Are landlords offering more flexible leases to law firms?

Landlords are fiercely competing to secure law firms to stabilize building rent rolls, offering historically high TI allowances and extended periods of free rent and other options for flexibility.

Law Firms in Los Angeles, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Vaziri Law Group	27,312
Manning & Kass	20,082
Sparrow Law Group / Behr Abramson Levy LLP	10,284

MARKET DATA

Class A Vacancy Rate	27.0%
Class A Asking Rent (PSF \$US)	\$52.70
Rent Abatement (months)*	12
TI Allowance Range (PSF \$US)*	\$120

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOB
Lawyers	53,631
Judicial Law Clerks	162
Admin. Law Judges, Adjudicators, Hearing Officers	1,242
Arbitrators, Mediators, Conciliators	413
Judges, Magistrate Judges, and Magistrates	99
Paralegals and Legal Assistants	22,453
Title Examiners, Abstractors, and Searchers	1,862
Legal Support Workers, All Other	2,360

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)



Manhattan

NEW YORK



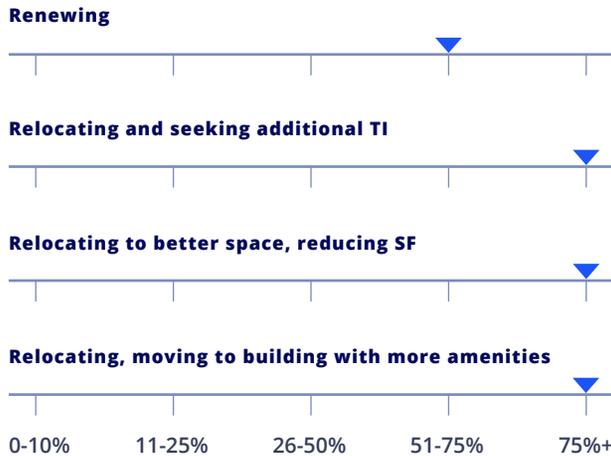
Top Trends Impacting Manhattan Law Firms

- 1 More hospitality areas (informal seating/F&B/outdoor space)
- 2 Midtown remains the dominant submarket
- 3 Law firm leasing activity above pre-pandemic levels

Other Trends of Note

A lack of Class A/Trophy space options and law firm built sublease space.

Law Firms in Manhattan, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Covington & Burling	190,000
Hughes Hubbard & Reed	170,000
Kasowitz	110,000

MARKET DATA

Class A Vacancy Rate	9.5%
Class A Asking Rent (PSF \$US)	\$83.62
Rent Abatement (months)*	12
TI Allowance Range (PSF \$US)*	\$100-\$185

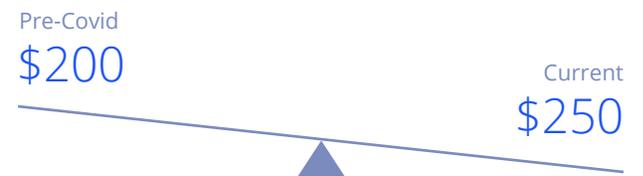
* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOB
Lawyers	110,194
Judicial Law Clerks	672
Admin. Law Judges, Adjudicators, Hearing Officers	1,310
Arbitrators, Mediators, Conciliators	615
Judges, Magistrate Judges, and Magistrates	1,589
Paralegals and Legal Assistants	31,304
Title Examiners, Abstractors, and Searchers	1,903
Legal Support Workers, All Other	1,956

*Data reflects entire New York-Newark-Jersey City MSA.
Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)





Top Trends Impacting Minneapolis Law Firms

- 1 Flight to quality
- 2 Higher construction costs
- 3 Increased concession packages

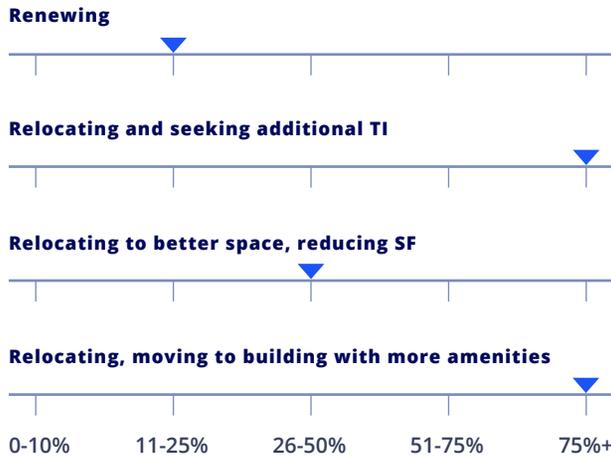
Other Trends of Note

Trophy buildings have space that has not been on the market in a long time.

Are landlords offering more flexible leases to law firms?

No, but some termination options are available after 5 or 7 years of paid rent.

Law Firms in Minneapolis, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Bowman and Brooke	48,000
Cozen O'Connor	25,000
Fish and Richardson	19,797

MARKET DATA

Class A Vacancy Rate	25.6%
Class A Asking Rent (PSF \$US)	\$37.99
Rent Abatement (months)*	10
TI Allowance Range (PSF \$US)*	\$100-\$120

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	12,196
Judicial Law Clerks	174
Admin. Law Judges, Adjudicators, Hearing Officers	175
Arbitrators, Mediators, Conciliators	90
Judges, Magistrate Judges, and Magistrates	381
Paralegals and Legal Assistants	5,538
Title Examiners, Abstractors, and Searchers	388
Legal Support Workers, All Other	242

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)





Top Trends Impacting Nashville Law Firms

- 1 Nashville law firms are gravitating toward Class A space to attract talent, support collaboration, and reinforce in-office culture, with stronger office attendance than most industries.
- 2 Rapid growth is drawing new firms to the market, increasing competition for clients and experienced attorneys, and elevating the importance of workplace quality and brand presence.
- 3 Offices are shifting toward hospitality-driven design, featuring premium meeting spaces and high-end finishes that enhance both employee experience and client impression.

Other Trends of Note

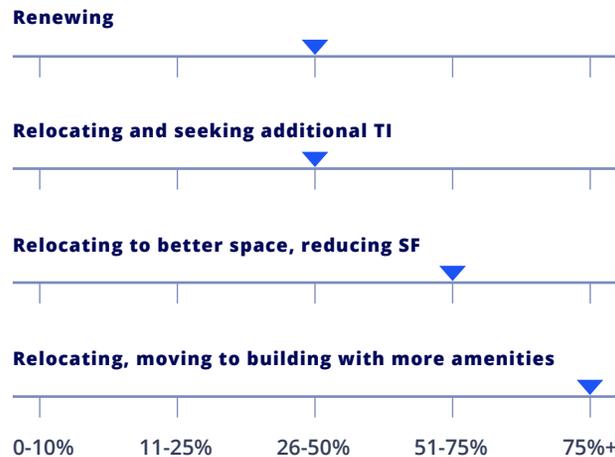
Firms favor buildings with walkable access to amenities like restaurants and hotels, positioning the office as a convenient, destination workplace.

Are landlords offering more flexible leases to law firms?

Landlords are offering more flexible terms to secure law firms, including expansion/contraction options and competitive tenant improvement allowances.



Law Firms in Nashville, what percent are:



MARKET DATA

Class A Vacancy Rate	22.8%
Class A Asking Rent (PSF \$US)	\$40.40
Rent Abatement (months)*	12
TI Allowance Range (PSF \$US)*	\$100

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	5,566
Judicial Law Clerks	386
Admin. Law Judges, Adjudicators, Hearing Officers	199
Arbitrators, Mediators, Conciliators	35
Judges, Magistrate Judges, and Magistrates	240
Paralegals and Legal Assistants	2,795
Title Examiners, Abstractors, and Searchers	642
Legal Support Workers, All Other	336

Source: Lightcast



Build-Out Hard Cost For Class A Raw Space (PSF \$US)

Pre-Covid

\$210-\$240

Current

\$250-\$300



Top Trends Impacting Pittsburgh Law Firms

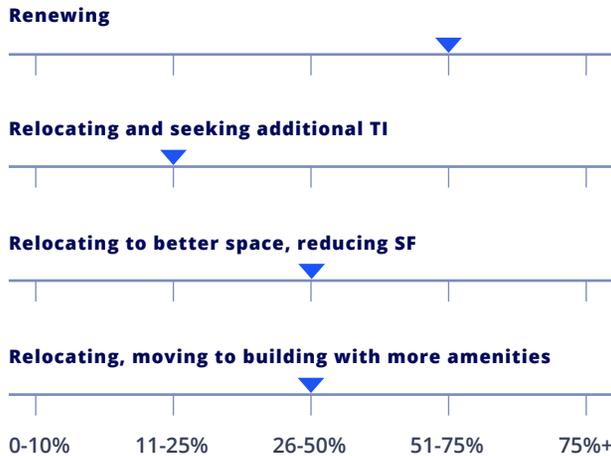
- 1 Ability to attract and retain talent
- 2 Accessibility and cost of parking in the CBD
- 3 Safety in the CBD

Other Trends of Note

The Class A (Trophy Locations) market in the CBD is starting to tighten with the flight to quality coupled with no new construction. As such, there has been an increase in rental rates and a decrease in incentives being offered by landlords of these trophy assets.



Law Firms in Pittsburgh, what percent are:



MARKET DATA

Class A Vacancy Rate	18.2%
Class A Asking Rent (PSF \$US)	\$28.71
Rent Abatement (months)*	5-7
TI Allowance Range (PSF \$US)*	\$80-\$100

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	6965
Judicial Law Clerks	269
Admin. Law Judges, Adjudicators, Hearing Officers	125
Arbitrators, Mediators, Conciliators	63
Judges, Magistrate Judges, and Magistrates	122
Paralegals and Legal Assistants	2572
Title Examiners, Abstractors, and Searchers	613
Legal Support Workers, All Other	241

Source: Lightcast



Build-Out Hard Cost For Class A Raw Space (PSF \$US)





Top Trends Impacting Portland Law Firms

- 1 Return to office
- 2 Flight to quality
- 3 Hoteling options

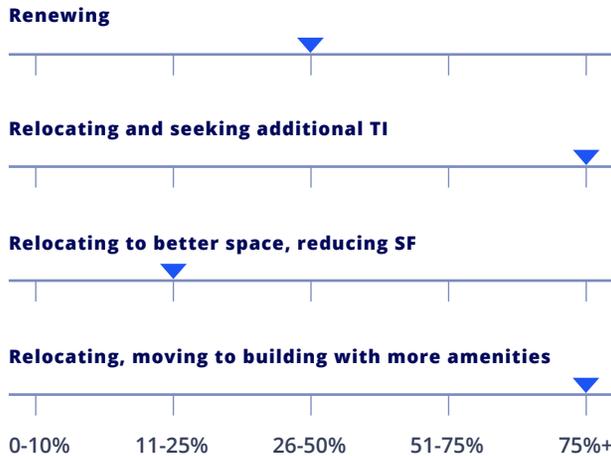
Other Trends of Note

Most law firms that are up for renewal are retaining their footprint. Some that shrunk during COVID are now expanding. Flexibility (ROFR, ROFO, contraction/termination options) and SNDAs are key.

Are landlords offering more flexible leases to law firms?

No, but they are getting substantial concessions.

Law Firms in Portland, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Lewis Brisbois	25,000
Landye Bennett Blumstein	10,000

MARKET DATA

Class A Vacancy Rate	31.4%
Class A Asking Rent (PSF \$US)	\$36.58
Rent Abatement (months)*	12
TI Allowance Range (PSF \$US)*	\$150

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	6,853
Judicial Law Clerks	46
Admin. Law Judges, Adjudicators, Hearing Officers	164
Arbitrators, Mediators, Conciliators	120
Judges, Magistrate Judges, and Magistrates	131
Paralegals and Legal Assistants	3,393
Title Examiners, Abstractors, and Searchers	456
Legal Support Workers, All Other	323

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)

Pre-Covid	Current
\$175-\$250	\$175-\$250

Salt Lake City

UTAH



Top Trends Impacting Salt Lake City Law Firms

- 1 Lack of large blocks of class A space available
- 2 Continued adoption of current design trends for law firms

Other Trends of Note

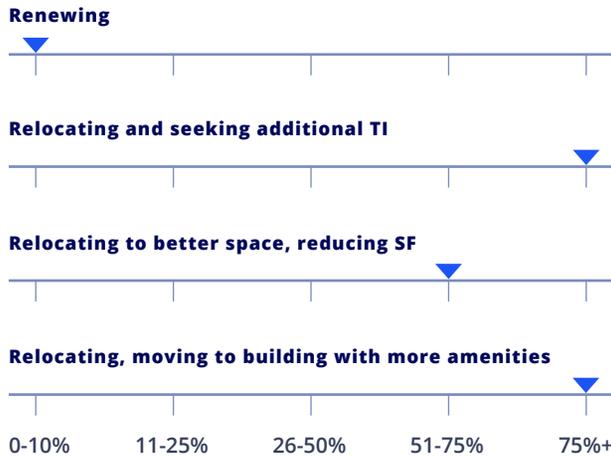
Hybrid work is the new norm.

Are landlords offering more flexible leases to law firms?

Yes, for firms occupying more space.



Law Firms in Salt Lake City, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Akerman	17,000
Foley & Lardner	7,800

MARKET DATA

Class A Vacancy Rate	19.5%
Class A Asking Rent (PSF \$US)	\$29.74
Rent Abatement (months)*	12
TI Allowance Range (PSF \$US)*	\$110

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	4,355
Judicial Law Clerks	291
Admin. Law Judges, Adjudicators, Hearing Officers	121
Arbitrators, Mediators, Conciliators	29
Judges, Magistrate Judges, and Magistrates	23
Paralegals and Legal Assistants	2,133
Title Examiners, Abstractors, and Searchers	680
Legal Support Workers, All Other	206

Source: Lightcast



Build-Out Hard Cost For Class A Raw Space (PSF \$US)





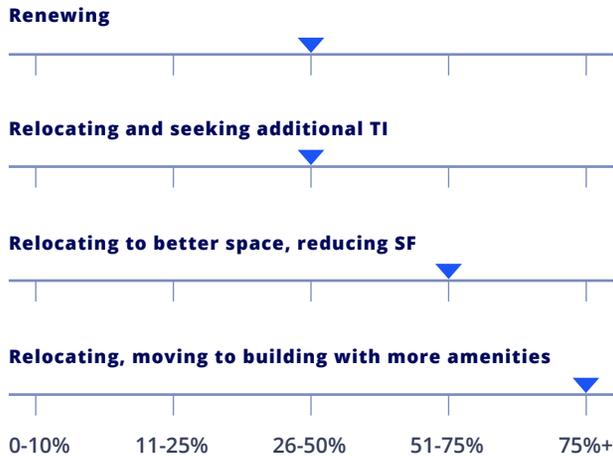
Top Trends Impacting San Diego Law Firms

- 1 Hybrid work remain prevalent
- 2 Mostly 5-7 year renewals with minimal TIs

Are landlords offering more flexible leases to law firms?

Negotiable, if it solves lease-up issues.

Law Firms in San Diego, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Brotman VLO, APC	7,700

MARKET DATA

Class A Vacancy Rate	17.4%
Class A Asking Rent (PSF \$US)	\$38.65
Rent Abatement (months)*	10
TI Allowance Range (PSF \$US)*	\$110-\$150

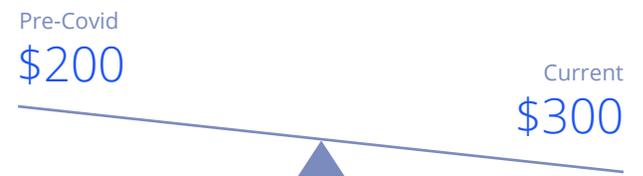
* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOB
Lawyers	12,099
Judicial Law Clerks	108
Admin. Law Judges, Adjudicators, Hearing Officers	254
Arbitrators, Mediators, Conciliators	121
Judges, Magistrate Judges, and Magistrates	201
Paralegals and Legal Assistants	4,080
Title Examiners, Abstractors, and Searchers	349
Legal Support Workers, All Other	588

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)



San Francisco

CALIFORNIA



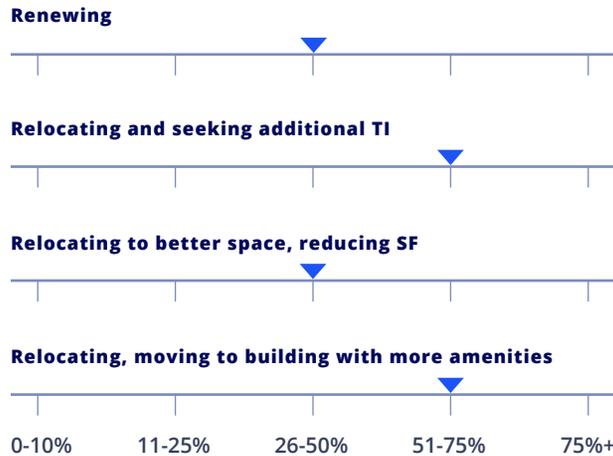
Top Trends Impacting San Francisco Law Firms

- 1 High cost to build out space
- 2 Increased tenant demand and return of AI/tech making law firms less sought after by landlords
- 3 Remote work

Other Trends of Note

Law firms are recommitting to San Francisco as the AI explosion has been a rising tide to lift all boats.

Law Firms in San Francisco, what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Silicon Legal Strategy	17,000
Reed Smith	15,643
Baker Botts	14,000

MARKET DATA

Class A Vacancy Rate	30.7%
Class A Asking Rent (PSF \$US)	\$74.30
Rent Abatement (months)*	6
TI Allowance Range (PSF \$US)*	\$200

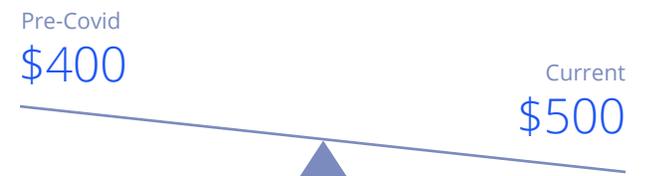
* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	21,553
Judicial Law Clerks	205
Admin. Law Judges, Adjudicators, Hearing Officers	337
Arbitrators, Mediators, Conciliators	231
Judges, Magistrate Judges, and Magistrates	264
Paralegals and Legal Assistants	7,965
Title Examiners, Abstractors, and Searchers	761
Legal Support Workers, All Other	1,342

*Data reflects entire San Francisco-Oakland-Fremont MSA.
Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)





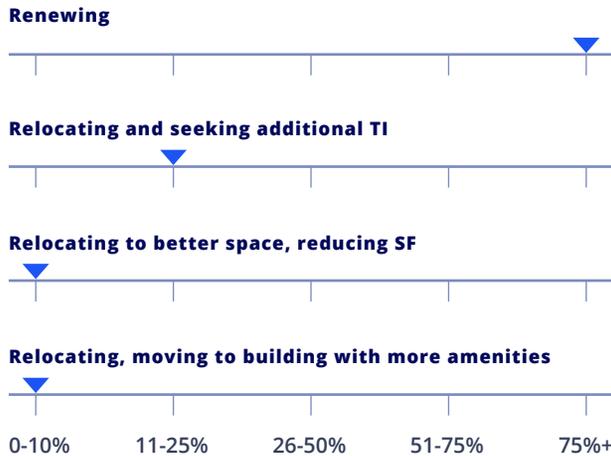
Top Trends Impacting Toronto Law Firms

- 1 Acceleration of return to office for all professionals
- 2 Designing in more hospitality space
- 3 Understanding the current and future effect of AI

Are landlords offering more flexible leases to law firms?

Termination rights midway through the term for a portion of the space are being offered from some landlords.

Law Firms in Toronto, what percent are:



MARKET DATA

Class A Vacancy Rate	15.0%
Class A Asking Rent (PSF \$US)	\$35.90
Rent Abatement (months)*	4-6
TI Allowance Range (PSF \$US)*	\$70-\$120

* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers and Quebec notaries	25,800
Legal administrative assistants	10,236
Paralegals and related occupations	9,742
Court clerks and related court services occupations	1,710
Judges	531

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$CDN)





Top Trends Impacting Vancouver Law Firms

- 1 Landlord's fully funding a law firm's build out costs
- 2 Flight to quality continues
- 3 Majority of firms expanding either at the end of their term or partway through

Other Trends of Note

Within the past 5 to 8 year, the majority of notable law firms have done deals to relocate to higher quality spaces. As such, very few new relocation deals are expected over the near-term.

Are landlords offering more flexible leases to law firms?

For the first time, landlords are more willing to turnkey spaces with costs of \$250 to \$300 PSF.



Law Firms in Vancouver, what percent are:

Renewing



Relocating and seeking additional TI



Relocating to better space, reducing SF



Relocating, moving to building with more amenities



0-10% 11-25% 26-50% 51-75% 75%+

LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
McEwan Partners LLP	8,576

MARKET DATA

Class A Vacancy Rate	9.5%
Class A Asking Rent (PSF \$US)	\$44.21
Rent Abatement (months)*	6
TI Allowance Range (PSF \$US)*	\$100-\$250

* Based on a 10-year, new, Class A deal.

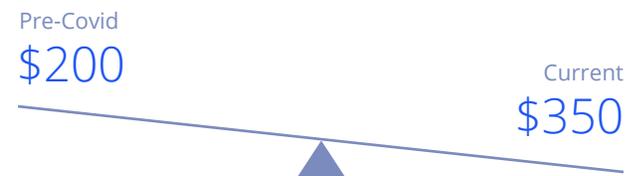
LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers and Quebec notaries	8,225
Legal administrative assistants	7,529
Paralegals and related occupations	5,546
Court clerks and related court services occupations	544
Judges	66

*Data reflects Washington-Arlington-Alexandria MSA.
Source: Lightcast



Build-Out Hard Cost For Class A Raw Space (PSF \$US)



Washington

DISTRICT OF COLUMBIA



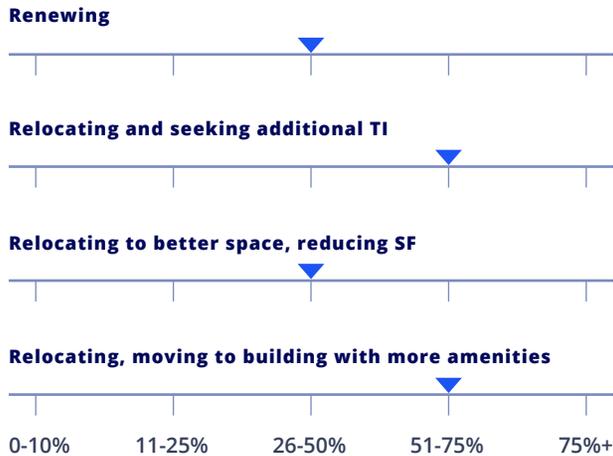
Top Trends Impacting Washington, D.C. Law Firms

- 1 Flight to quality
- 2 Reduction of support staff (increasing staff to attorney ratio)
- 3 Few large blocks of trophy space available for law firms

Other Trends of Note

Reduction in the size of conference rooms to create more smaller breakout rooms and meeting rooms; large boardrooms are being reduced; the limited lack of space leading a couple of firms to prelease new construction.

Law Firms in Washington, D.C., what percent are:



LAW FIRM SUBLEASES ON THE MARKET

FIRM	TOTAL SF LEASED
Perkins Coie	51,914
Freshfields	52,379
HWG	34,170

MARKET DATA

Class A Vacancy Rate	20.7%
Class A Asking Rent (PSF \$US)	\$60.18
Rent Abatement (months)*	12-18
TI Allowance Range (PSF \$US)*	\$125

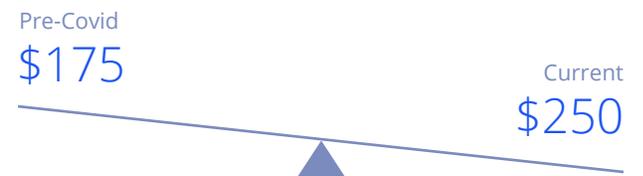
* Based on a 10-year, new, Class A deal.

LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOB
Lawyers	55,118
Judicial Law Clerks	276
Admin. Law Judges, Adjudicators, Hearing Officers	797
Arbitrators, Mediators, Conciliators	324
Judges, Magistrate Judges, and Magistrates	276
Paralegals and Legal Assistants	12,199
Title Examiners, Abstractors, and Searchers	1,100
Legal Support Workers, All Other	7,039

Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)



Westchester & Fairfield

NEW YORK & CONNECTICUT



MARKET DATA

Class A Vacancy Rate	22.2%
Class A Asking Rent (PSF \$US)	\$34.68
Rent Abatement (months)*	10-12
TI Allowance Range (PSF \$US)*	\$75-\$100

* Based on a 10-year, new, Class A deal.

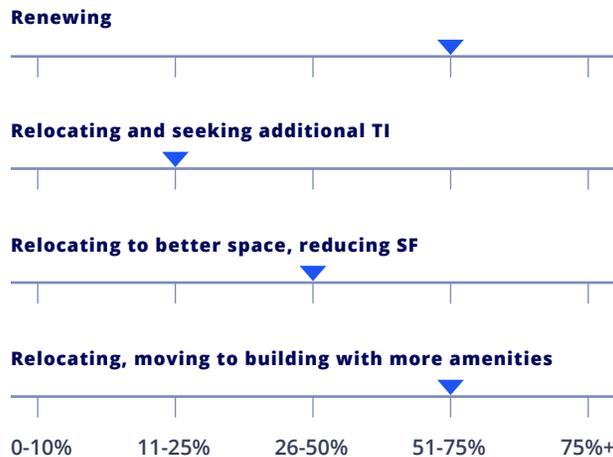
Top Trends Impacting Westchester & Fairfield Law Firms

- 1 Right sizing offices
- 2 Flight to quality
- 3 Short term renewals

Other Trends of Note

Several law firms uncertain about the future are renewing short-term at as low a rent as possible, while they determine their long term needs and the state of the market.

Law Firms in Westchester & Fairfield, what percent are:

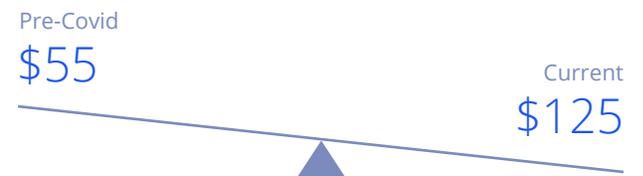


LEGAL OCCUPATION EMPLOYMENT (2025)

OCCUPATION	JOBS
Lawyers	110,194
Judicial Law Clerks	672
Admin. Law Judges, Adjudicators, Hearing Officers	1,310
Arbitrators, Mediators, Conciliators	615
Judges, Magistrate Judges, and Magistrates	1,589
Paralegals and Legal Assistants	31,304
Title Examiners, Abstractors, and Searchers	1,903
Legal Support Workers, All Other	1,956

*Data reflects entire New York-Newark-Jersey City MSA.
Source: Lightcast

Build-Out Hard Cost For Class A Raw Space (PSF \$US)



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