

MARKET TRENDS

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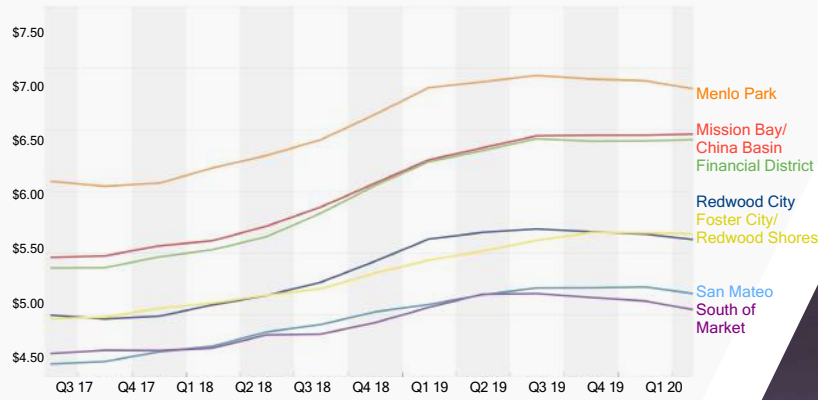
SILICON VALLEY
UPDATE



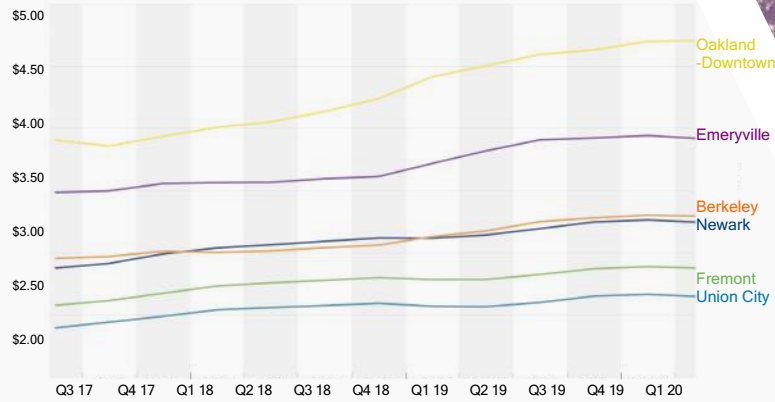
NATIONAL & GLOBAL

Market Rates from CoStar Commercial Real Estate Database

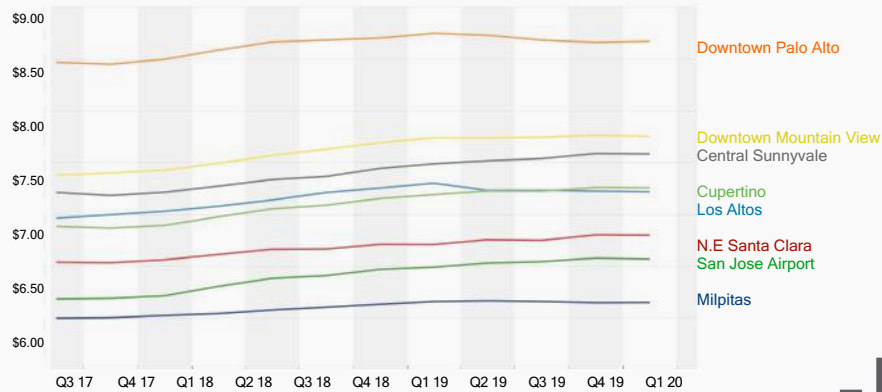
SAN FRANCISCO Base Rental Rate Trends



EAST BAY Base Rental Rate Trends



SAN JOSE Base Rental Rate Trends



MARKET TRENDS

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Preparing For Office Re-Entry

What are some practices that can be implemented for keeping employees safe as we return to the office?

As Shelter in Place mandates are lifted across the country, a number of steps should be considered before employees return to the office. While longer term plans are being explored for office design in a post COVID-19 work environment, there are some short-term solutions for improving safety for workers that can be implemented now.

1. Stagger Work Shifts
2. Phase in Employees' Return to the Workplace
3. Implement Personal Space Partitions or Screens for Desks
4. Spread out Desks, Convert Underutilized Spaces or Conference Rooms into Dedicated Desk Space. Plan to increase the square footage allotted per person from ~150 - ~180 sf to ~320 - ~350 sf per person
5. Eliminate Shared Desks
6. Encourage Employees to Bring Their Own Food or Have Lunch Delivered in Individually Packaged Meals
7. Install Touchless Hand Sanitizer and Soap Dispensers
8. Remove Non-essential Doors, or Leave Doors in the Open Position
9. Implement Daily Cleaning and Sanitation Procedures
10. Plan for Managing Crowding in Common Areas by Limiting Seating and Using Visual Cues



NATIONAL & GLOBAL

Here to Help

If you have any questions regarding how your company should approach the return to the workplace, please reach out to our team.

We are here to assist with your transition and answer any questions you may have. We also have a number of knowledgeable and experienced vendors we can connect you with to help with furniture partitions, space reconfiguration or other needs.

Best,
S5 Team

Create Your Strategy



SHORT TERM RE-ENTRY

- Prepare to Re-Enter the Workplace
- Timing (12-18, 24 months)
 - Who needs to go back, why?
 - Phased Approach
 - Prioritize Employee Health
 - Consider Visitor Safety, Behaviors
 - Policy Changes
 - Communicate
 - Your People will Remember how you Responded

LONG TERM RE-ENTRY

- What will the Workplace Look Like?
- What did we Learn?
 - What Policies did you Change?
 - Health + Economy
 - Establish a Future Vision
 - Re-Imagine the Workplace
 - Culture/Brand
 - Change Management



Psychological Safety

WORKPLACE RE-ENTRY

To borrow from Maslow's hierarchy of needs, there are multiple levels of safety that need to be considered when planning your employee's re-entry.



- An atmosphere developed by leadership that creates a culture where safety and communication are the priority
- Allowing for collaboration to happen in a safe environment
- Providing choice and agency to users in how they best utilize a range of work settings based on need
- Ongoing assessment of workplace/employee success, effectiveness, experience

- Formal remote and flexible work policy
- Workplace reconfigurations to support social distance as needed
- Workplace protocols to drive safe behavior
- Ongoing assessments of what is/is not working, employee concerns
- Training for stakeholders, leaders, teams and users

- Concise communication - what is being done
- New cleaning standards + visual reminders
- Procedural protocols: building entry, elevator use
- Limited occupants with staggered work schedules for essential and confirmed-healthy members only
- Stagger seating and reconfigure or provide barriers where possible to support social distancing

Source: ALLSTEELOFFICE.COM | GUNLOCKE.COM

Healthier Offices

CONTRIBUTORS

Individual

- Stay home when sick
- Wash hands frequently
- Not touching face
- Practice social distancing
- Observe CDC guidelines
- Managing Stress

Work Culture

- Remote work policy
- Mental and physical health care
- Maintain and communicate cleaning schedule
- Adapt with health trends



Built Environment / Design

- Cleanability of fabrics
- Increase Separation
- Markers + Boundaries
- Screens

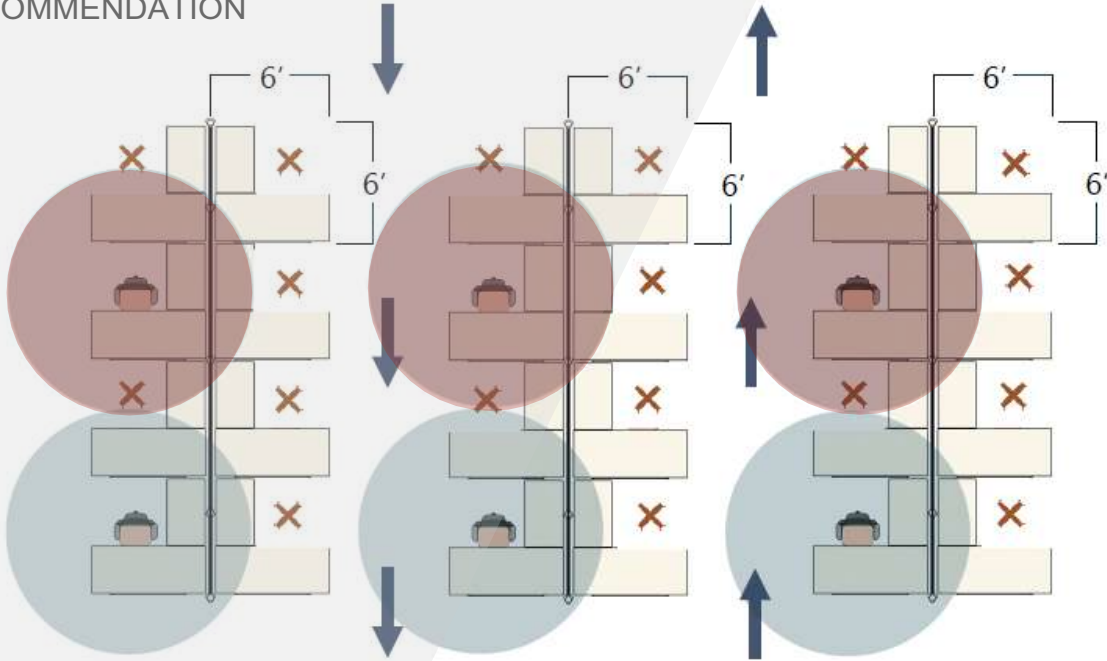
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Working Area

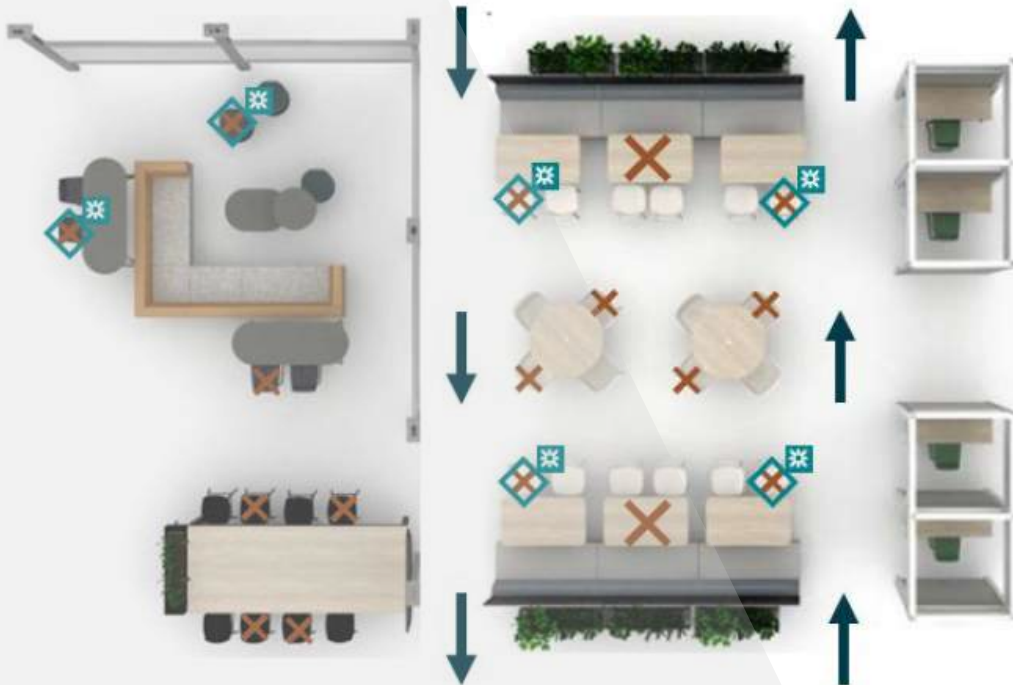
DISTANCE RECOMMENDATION



Images: ALLSTEELOFFICE.COM | GUNLOCKE.COM

Common Areas

DISTANCE RECOMMENDATION



Images: ALLSTEELOFFICE.COM | GUNLOCKE.COM



Furniture Considerations for Open Benching Floorplan Post COVID-19

Courtesy of Platinum Builders



Courtesy of KBM-Hogue, Knoll



Courtesy of InsideSource

