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MARKET *Notes* Volume 11

Greetings from TaTonka

All of us at TaTonka wish you, your family and staff a happy and healthy New Year. We have much to be thankful for as we reflect on this past year and look towards the future. We will complete our tenth year of business in 2016. We sincerely appreciate the loyalty and support of our many clients and friends over this period and look forward to the future with great optimism and gratitude.

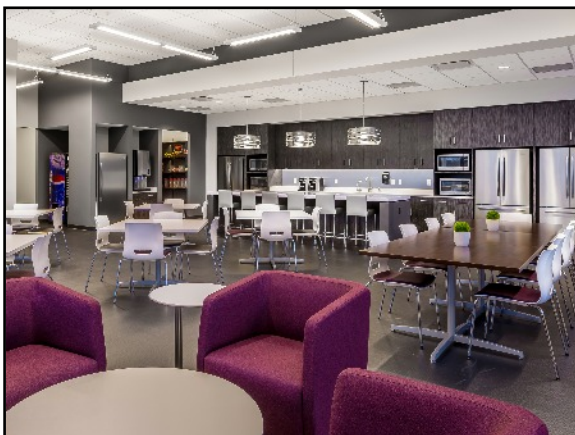
Workplace Trends to Increase Productivity



*Sundog Interactive Office at Westside Center, St. Louis Park, MN
Photos taken by Inside Out Studios*

helping our clients create a workplace environment that is right for its culture. Below are a list of trends and ideas that help produce a great working environment.

- Express your culture and brand through colors, office design and furniture - to reflect the attitudes and values of the organization.
- Offer the latest technology and tools to support collaboration, flexibility and mobility.
- Create a comfortable, fun environment that feels like home, with amenities such as kitchen, cafes, pantries, living rooms and family rooms.

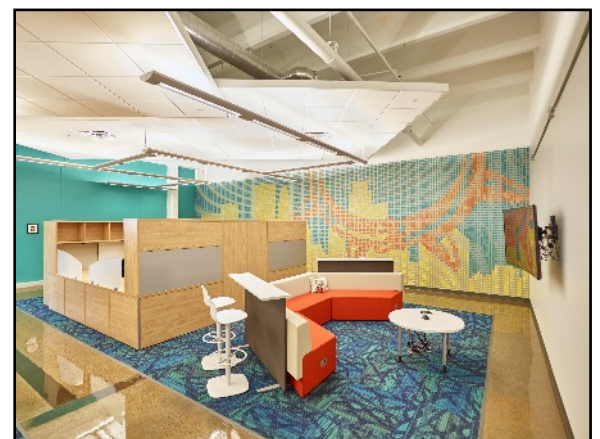


CSI World Headquarters, New Brighton, MN

- Ensure there is a lot of natural light entering the space with views to the outside.
- Create and provide open plan areas to address peoples affinity for wide open spaces.
- Reduce noise distraction by carefully selecting the workstation size and overall density to reduce speech intelligibility across wide open plan areas and noise transference between rooms. If using sound masking, consider more natural soundscapes rather than white noise.
- Locate in a building that has a fitness center and other amenities.
- Incorporate height-adjustable work surfaces into the space.
- Provide privacy rooms for smaller group meetings or for employees to make private calls when necessary.

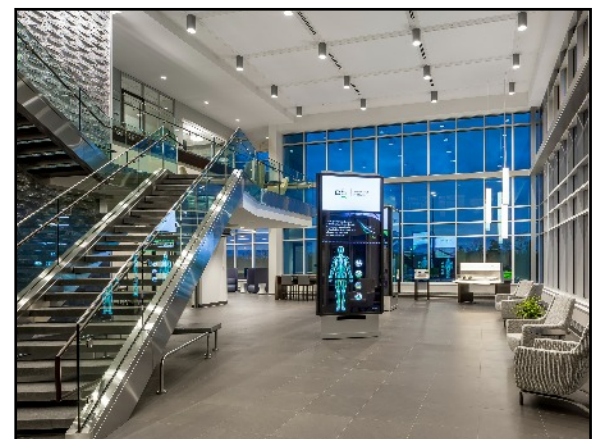
In today's competitive work environment, it is more critical than ever for companies to attract and retain top talent and enhance their productivity. One component often overlooked is the design of the workplace environment. Research has shown that employees spend as much as 54% of their waking hours at work and their work environment accounts for up to 25% of an employee's job satisfaction. Investing in a well-designed work place that communicates to employees and customers a company's commitment to its values and culture and helps identify its brand is essential. What people are wanting at work is a comfortable, functional place where they can be themselves. The more employees can identify with their workspace, the more content and motivated they are at their jobs. All of us at TaTonka take

great pride in guiding our clients through the process of finding the right space, selecting an architect and



*Sundog Interactive Office at Westside Center, St. Louis Park, MN
Photos taken by Inside Out Studios*

- Design work environments to support the work - group spaces for collaboration, and privacy for heads-down work that requires concentration.
- Incorporate sustainable design when planning and include sustainable practices in the design.
- Solicit feedback, address concerns, and ask for employee input about how to improve the workplace.
- Integrate technology to create a smooth transition between work and home.
- Offer a variety of workspaces with mobile furniture to support collaboration, mentoring and meetings.
- Have flexible task lighting so that the individual can control brightness and position of lighting source.



CSI World Headquarters, New Brighton, MN

If you wish to discuss any requirement confidentially or have a market related question, please feel free to contact us at 612.466.7300. You may also visit our website at www.TATONKAre.com.

Did you know?

After personnel, real estate expenses are the second largest expense of companies and organizations. Furthermore, future changes to the tax laws propose changing the way leases are accounted for. This will mean that they are categorized as a liability rather than an expense, as they already are for publicly traded companies and other organizations projecting financials on an accrual basis. When your lease is viewed as the long term liability that it is, and the impact on your books is fully considered, your office lease not only represents your second largest expense, but also restricts you as your largest liability. If reducing your largest liability and your second largest expense matter to you consult a TaTonka Real Estate Advisor.

Chirhart Receives the Robert Boblett Award

Steve Chirhart was recently awarded the Robert Boblett Award presented by the Minnesota Chapter of SIOR (the Society of Industrial and Office Realtors). This award is given annually to a single broker who best exemplifies the integrity, work ethic and contributions to our industry and community as demonstrated by the late Robert Boblett who was a pioneer in the Minneapolis/St. Paul Commercial Real Estate Market. TaTonka is pleased to see Steve honored for this prestigious award.



Services

- Advisory and Consulting Services
- Strategic Planning
- Tenant Representation
- Lease Renewal Representation
- Buyer Representation
- Disposition of Excess Real Estate
- Subleasing of Excess Space
- Site Search and Selection
- Build-to-Suit Client Representation
- National and International Network Connections

Areas of Specialization

- Office
- Industrial
- Medical
- Retail
- Land
- Investment



TaTonka

TaTonka is a Dakota Indian term for the mighty American Buffalo. It is a symbol of strength, health and vitality. It is respected for its energy and spirit, and thrives under adverse conditions. It was chosen to symbolize the values of our organization and the energy we put into serving our clients.

Congress recently gave the American Bison exalted status naming it our national mammal and have designated November 1st National Bison Day! North America was once home to over 40 million bison which had been reduced to fewer than 1,000 by the late 1800's.



Recent Transactions

Office Leases

JDS Uniphase

New Lease - Eden Prairie, MN

RCRI

Renewal - Minneapolis, MN

Drake Bank

Renewal - St. Paul, MN

SunDog

New Lease - St. Louis Park, MN

Wagner, Falconer & Judd

New Lease - Minneapolis, MN

Enteromedics

Renewal - Roseville, MN

Leonard, O'Brien, Spencer, Gale & Sayre

Expansion - Minneapolis, MN

Medical Professional Leases

Silver Lake Dental

Renewal - New Brighton, MN

Metropolitan Pediatric Dental

New Lease - St. Paul, MN

Insty Meds

Renewal - Eden Prairie, MN

Industrial Leases

Crown Iron Works

Renewal - Roseville, MN

SurfaceQuest

Renewal - Edina, MN

Investment / Sales

Two Building Medical Portfolio

19,124 SF - Shakopee, MN

17,813 SF - Woodbury, MN

Retail Building

4,594 SF - Coon Rapids, MN

Land Sale

6 acres - Roseville, MN



TaTonka
Real Estate Advisors

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