



# Renewal Case Study

## Environmental Resources Management (ERM)

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### Challenge

Environmental Resources Management (ERM) is one of the world's leading providers of environmental consulting services and health and safety. Locally, ERM had been experiencing steady growth over the past 7 years. With each periodic expansion, the office layout and workflow became increasingly inefficient. Furthermore, dated HVAC systems serving their space were causing some discomfort during summer and winter months and strained the relationship with the landlord. ERM wanted to remain in the North Meridian corridor with an efficient floor plan and the flexibility to accommodate future growth without reducing the workflow.

### Solution

ERM engaged Meridian Real Estate's Office Advisory Specialist, George Crawford, who identified all of the vacancies in the North Meridian Corridor that loosely fit ERM's space needs. Then, collaborating closely with ERM, a short list of four landlords were notified of the potential tenant. Using Meridian Real Estate's analysis and market resources, George leveraged vacancies and this competitive environment to negotiate aggressive rental concessions which included below market rents, an above market tenant improvement allowance, off-set of moving costs and expansion rights carefully placed to maintain workflow. As a result, ERM remained a satisfied tenant on a different floor of their current building.

