

# Remote and Hybrid Work

## What? So What? Now What?

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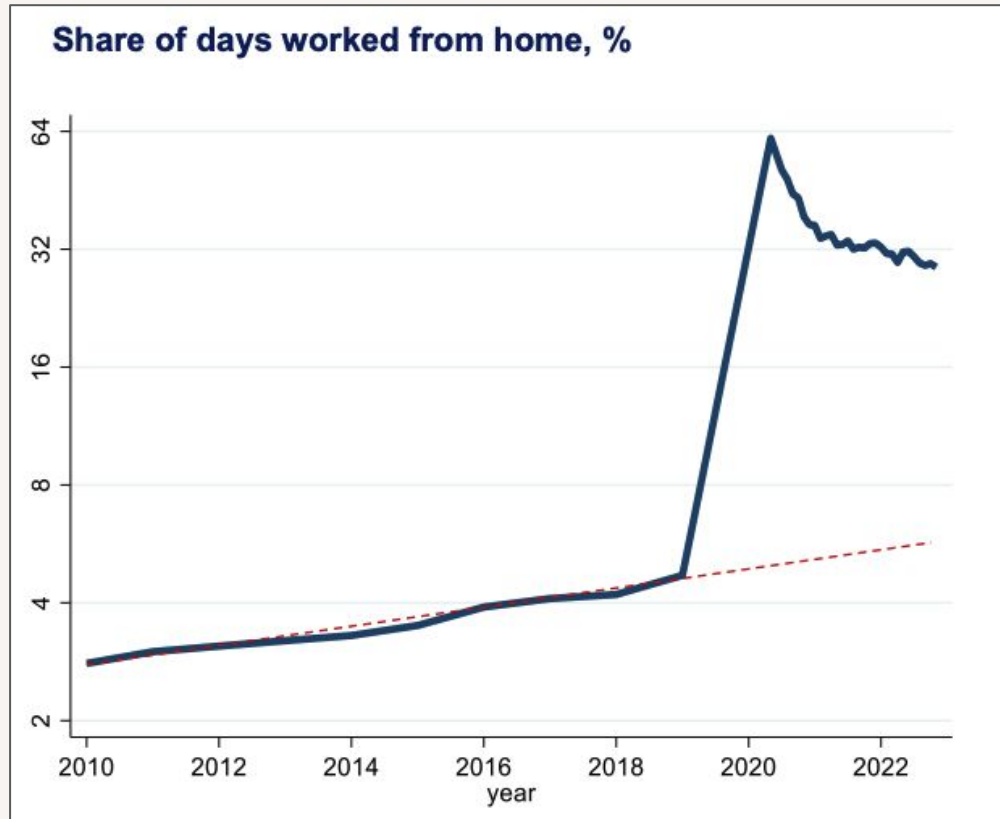
# What?

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What has remote work  
changed about work?



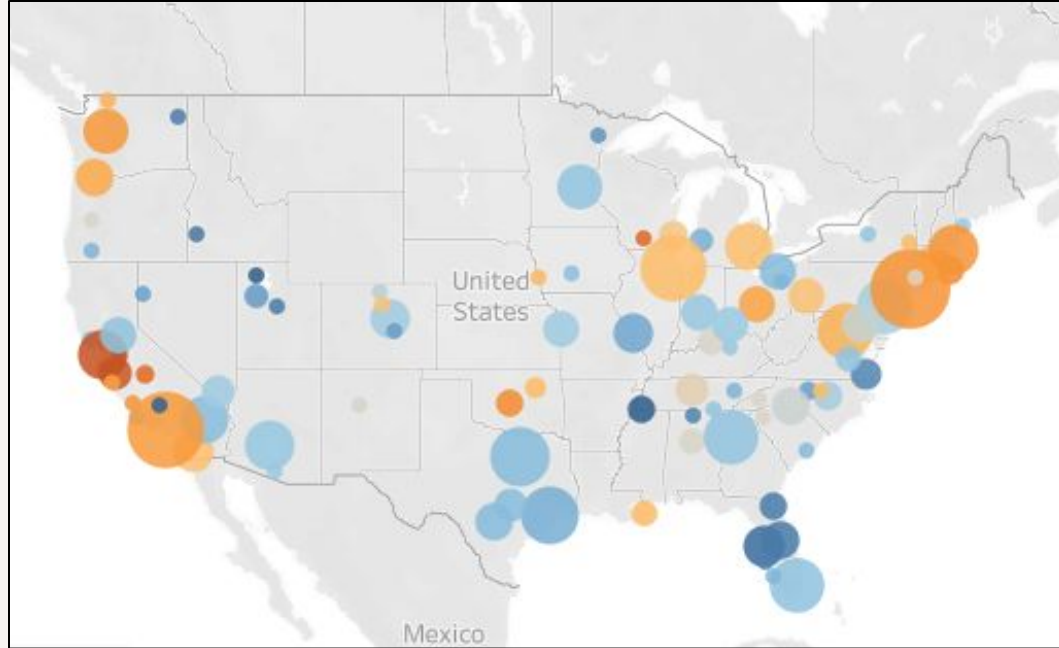
# We squished a 30-year transition into 2.5 years



# True for the nation; true for companies



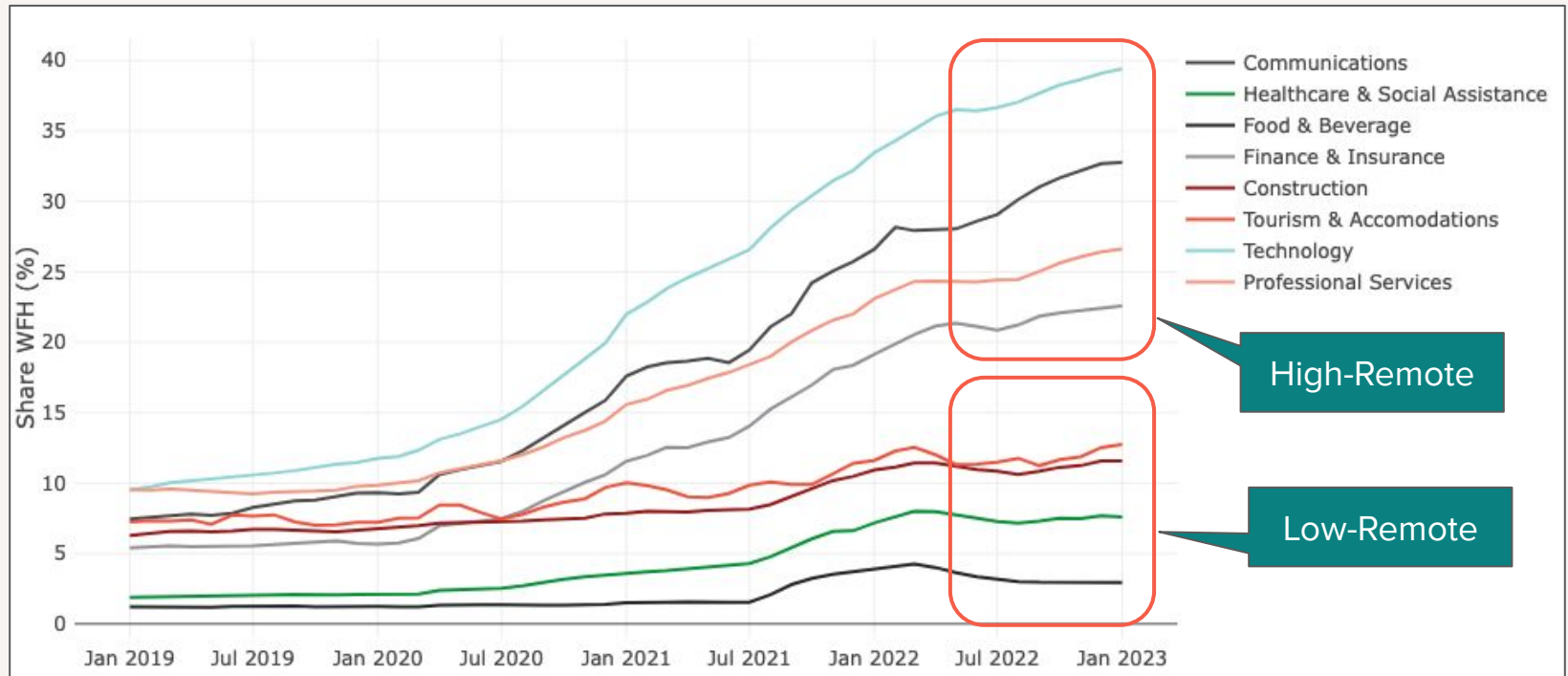
# Big cities lost, medium cities gained...relatively.



## Biggest gains in employment share

- Memphis, TN (52% increase in share)
- Tampa, FL (42%)
- Colorado Springs, CO (22%)
- Houston, TX (16%)
- Dallas, TX (12%), and
- Des Moines, IA (11%).

# Big, but uneven, shift across industries



High-Remote

Low-Remote

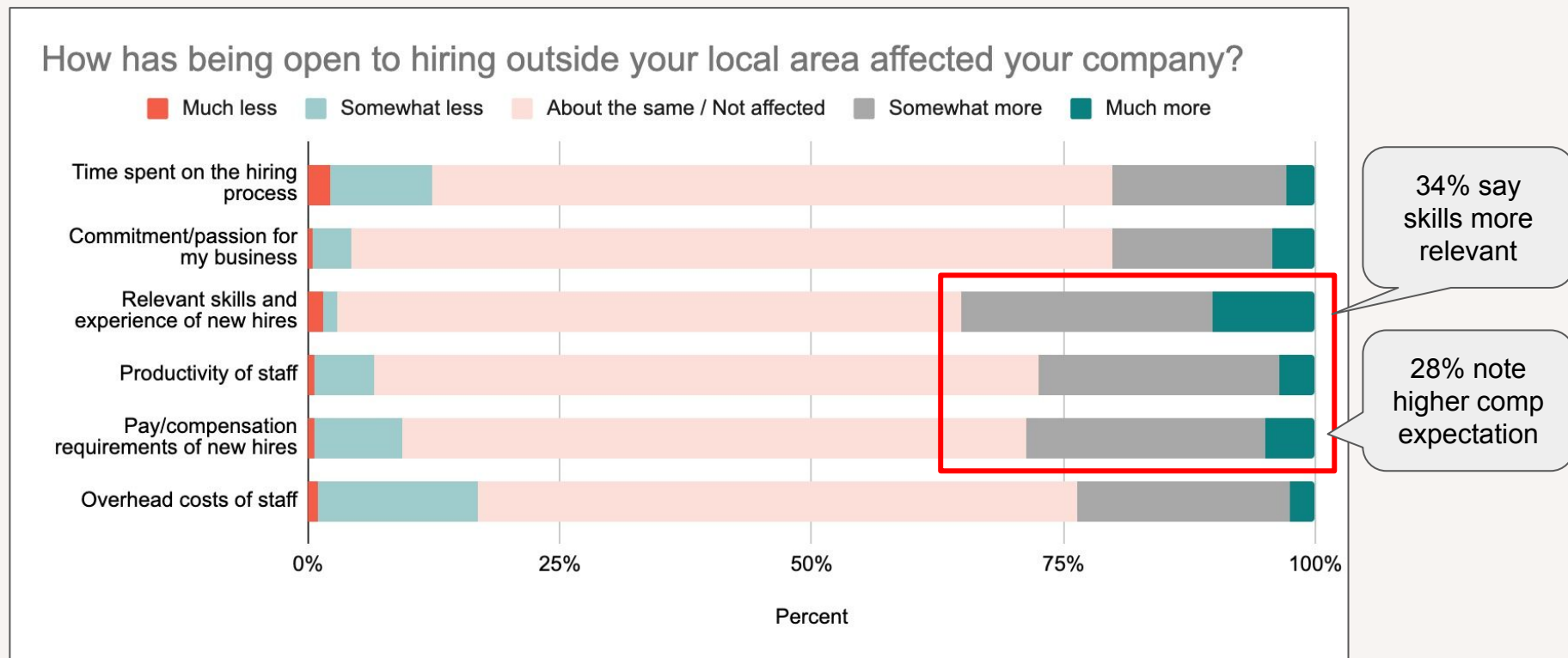
# So What?

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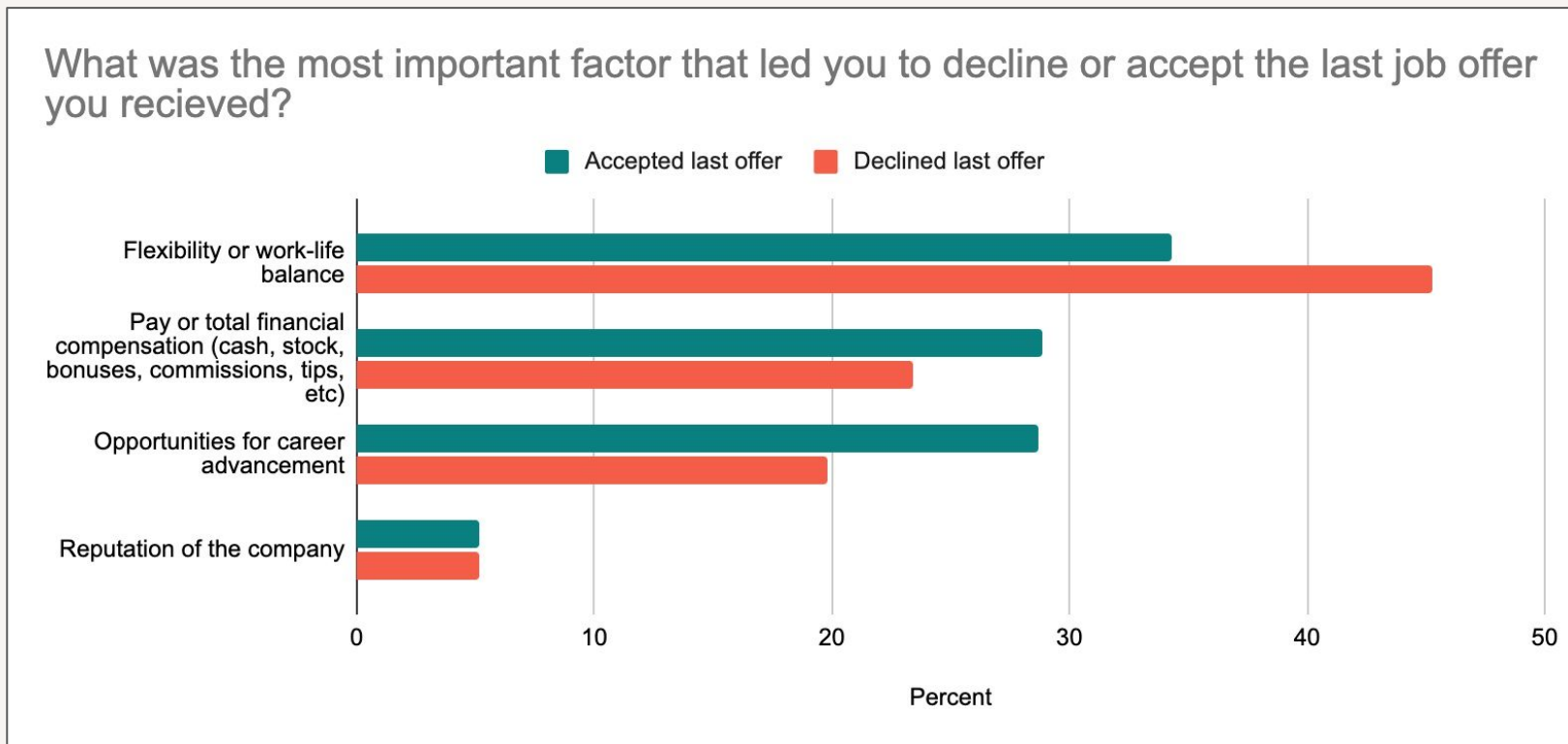
What implications for  
companies and their  
talent?



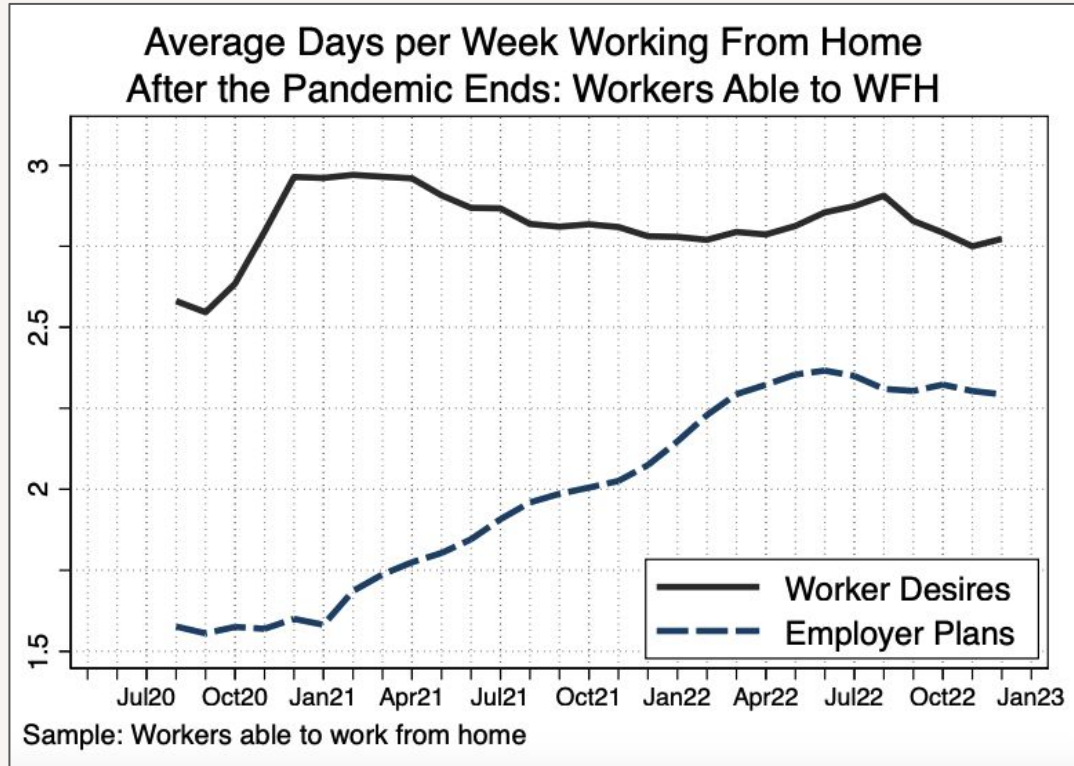
# Better skills and productivity, for a price.



# Work-life balance / flexibility is the deciding factor



# RTO Wars: Employer, worker expectations not (yet) aligned



# Now What?

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Where do we go from here?

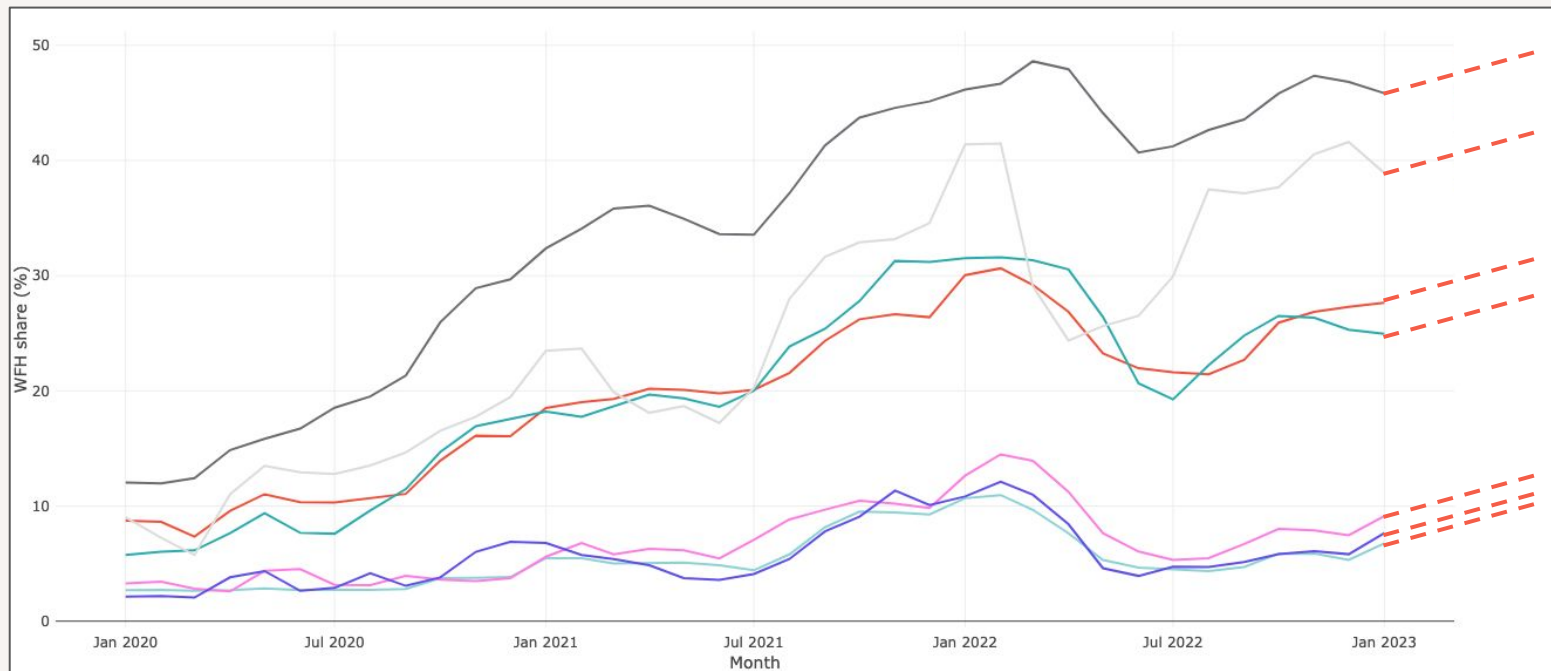


# New companies won't grow up 'in-person'



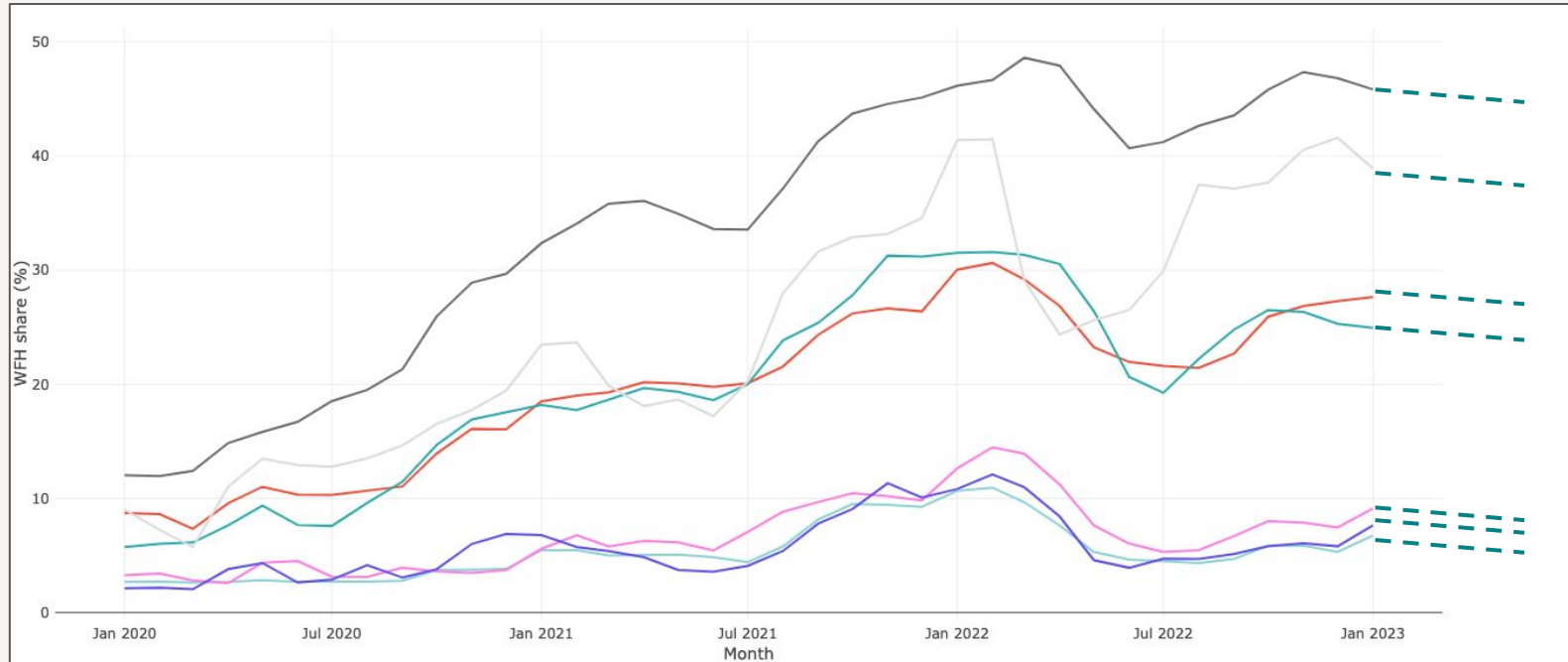
# Are we done?

Share of new hires that are WFH took a dip, but rising again?

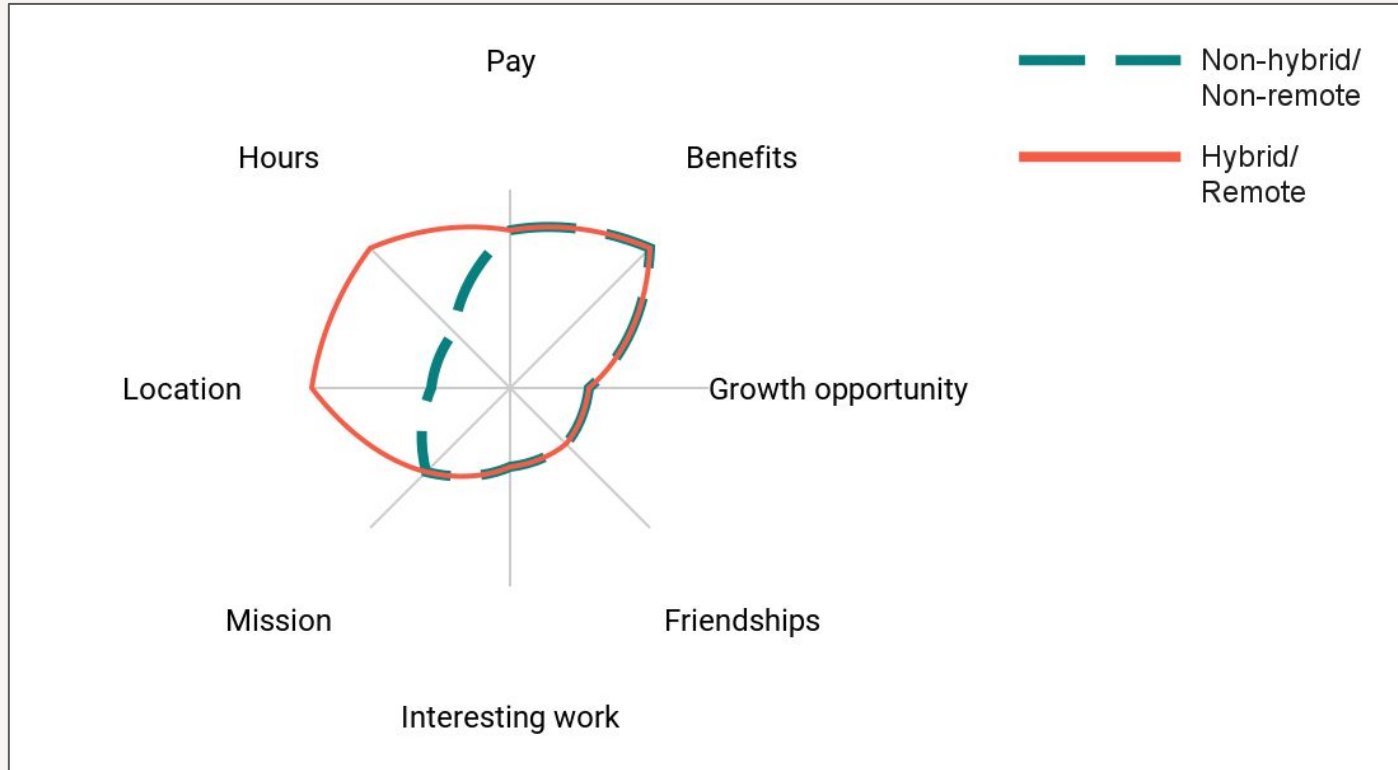


# Are we done?

Or stabilizing???



# Work arrangements will become another “job quality” calculation, and a business strategy





Work with Gusto.

