

HOW FAR FROM HEADQUARTERS WILL STARTUPS LOOK TO HIRE TALENT POST-PANDEMIC?



Quarantine has introduced many companies and employees to remote work and distributed teams. As companies continue to build their teams post-pandemic, they'll need to consider:

1. THE GEOGRAPHICAL DISTRIBUTION OF EMPLOYEES



Local

Employees reside within a commutable driving distance of Company Headquarters.



Regional

Employees reside within surrounding states of HQ - generally within the same time zone.



National

Employees reside within the United States.



Global

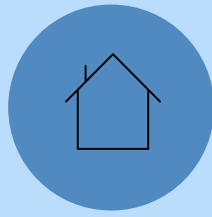
Employees reside anywhere globally.

2. REMOTE WORK ARRANGEMENTS



In-Office

Employees come in to work from Company Headquarters or distributed offices.



Fully Remote

Employees log-in to work from home or other remote environments.



Hybrid

Employees rotate between working in office and working remote - either on schedule or based on need.

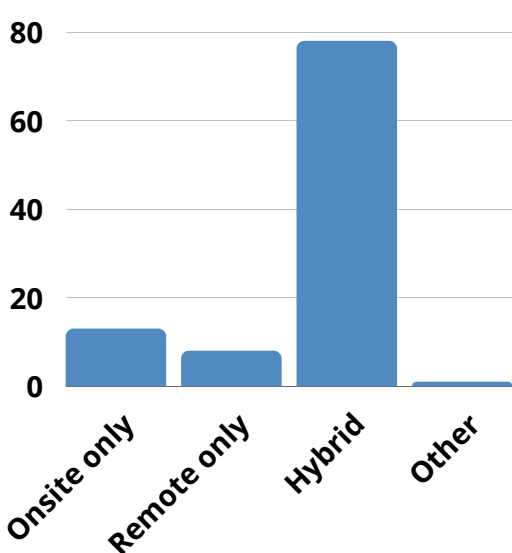
Considerations for employers when choosing a reopening policy:

- taxes
- security
- diversity
- law suits
- schedules
- creativity
- time zones
- compliance
- health risks
- productivity
- size of talent pool
- cost of office space
- state and local regulations
- interpersonal collaboration
- redesigning for social distance

PREDICTIONS ABOUT THE FUTURE OF WORK

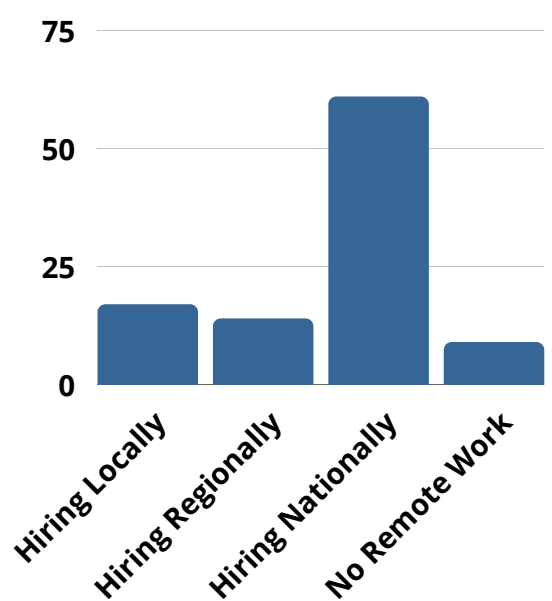
Our findings show that a majority of employers are planning on embracing a hybrid model - blending onsite and remote work for their employees across the nation.

Will Employees Work Onsite or Remote?



Data gathered from a survey by LinkedIn's Workforce Confidence Index

How Far From HQ Will Remote Workers Be Hired?



Data gathered from a survey by hatch I.T.