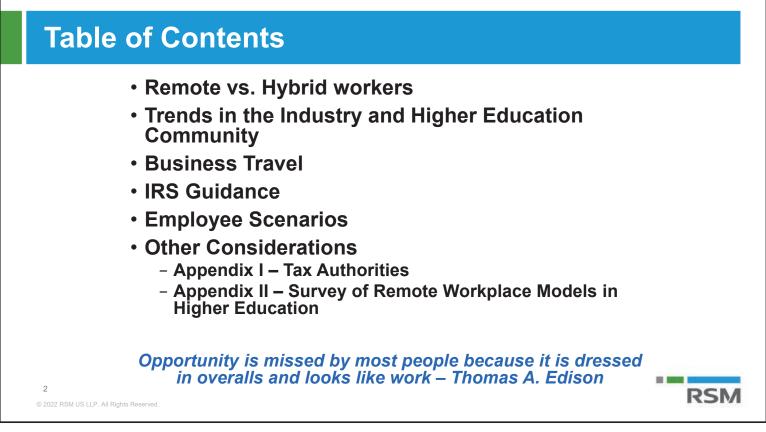


Challenges Into Opportunities

8:00 a.m. June 6, 2023 Austin, Texas

Karen Field, RSM LLP, Lauren Gresh, Ohio State University, Ed Jennings, University of Michigan

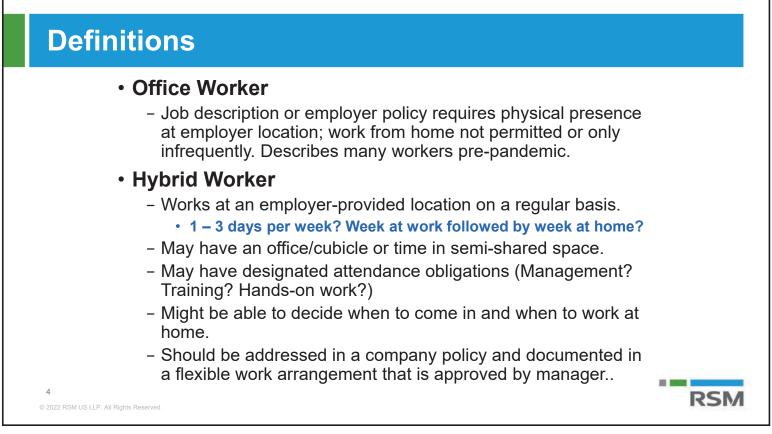


REMOTE VS. HYBRID WORKERS

If we could first know where we are, and whither we are tending, we could then better judge what to do, and how to do it – Abraham Lincoln

RSN





Definitions

Remote Worker

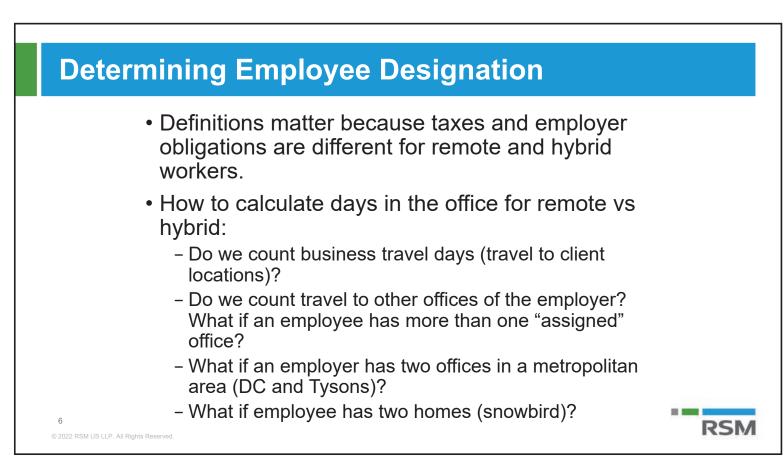
- Job does not require any employer-location. attendance, or very infrequent (count # of days).
- Works at "home" (not in an employer-provided space) for a significant majority of workdays.
- No designated workspace at employer location.
- Employer must know, agree to, and document location of "home" for work.
- Employer decides whether to allow remote workers in certain cities/states/countries (compliance, risk, optics).
- With approval, hybrid worker may request to become fully remote worker

10.0

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