

FUTURE OF WORK SNAPSHOT PERIMETER CONNECTS

DUNWOODY CITY COUNCIL, JUNE 2022

KEY TRENDS

- 1. New norms about work location**
- 2. Competitive labor market**
- 3. Focus on equity**

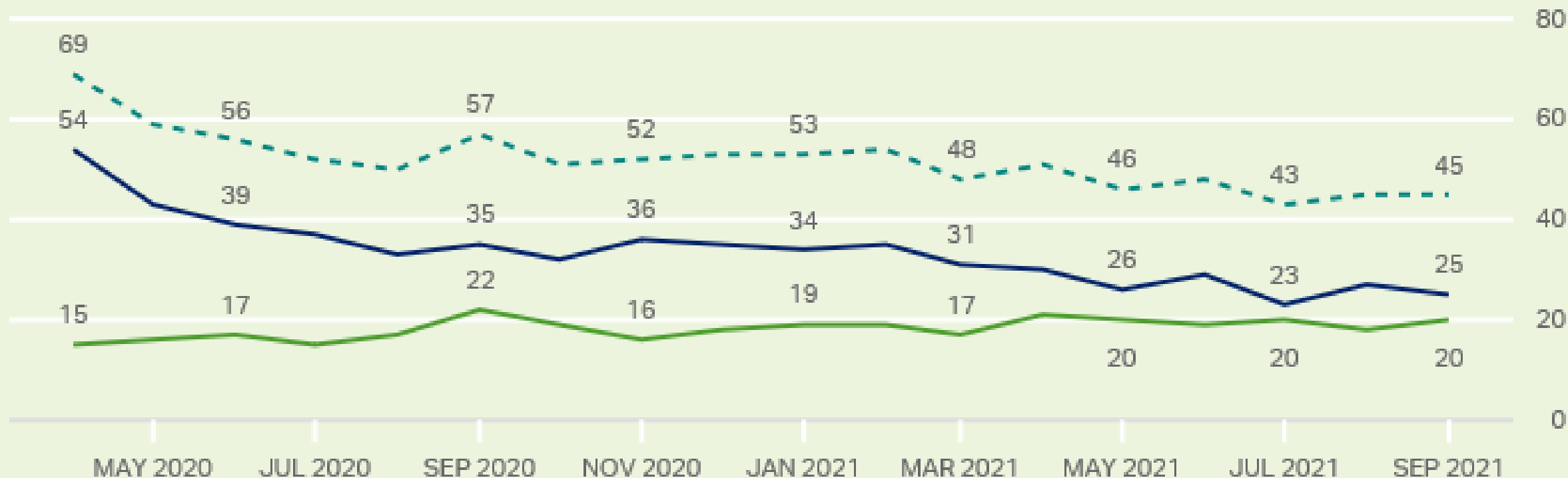
NEW NORMS ABOUT

REMOTE WORK

U.S. Employees' Work Location Throughout the Pandemic

Monthly trends from April 2020 to September 2021

— Work from home some (10%-99%) — Work from home exclusively (100%)
- - Total work from home (10%-100%)



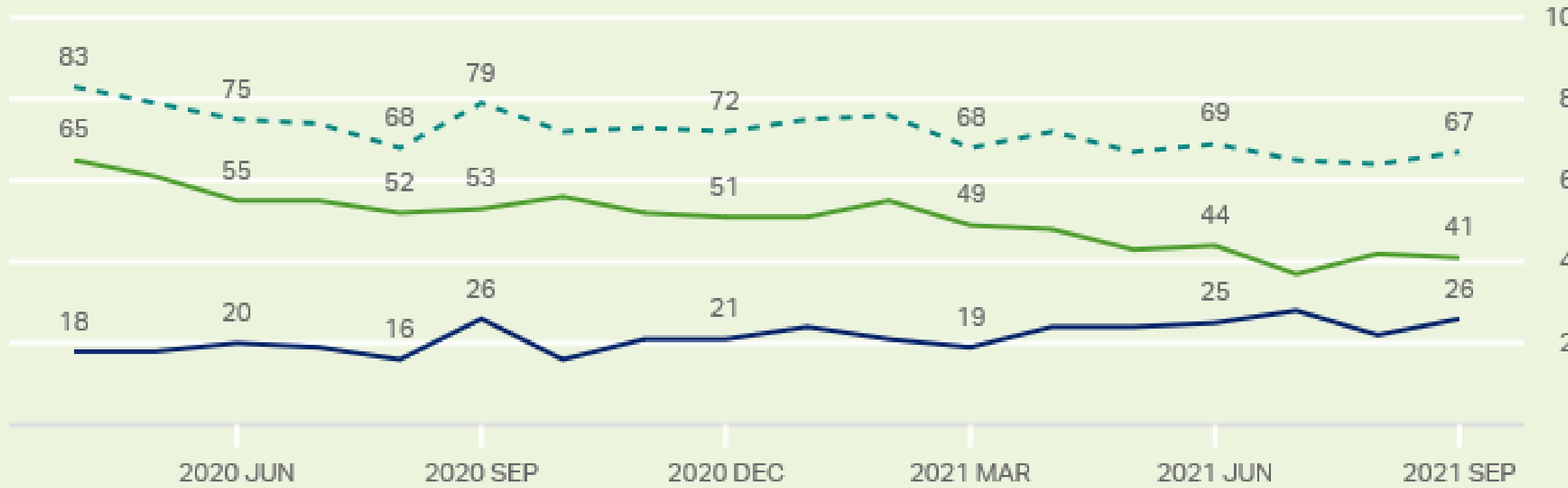
Based on U.S. adults employed full time who are not exclusively self-employed

GALLUP PANEL

Remote Work Rates Among U.S. White-Collar Employees

Amount working from home

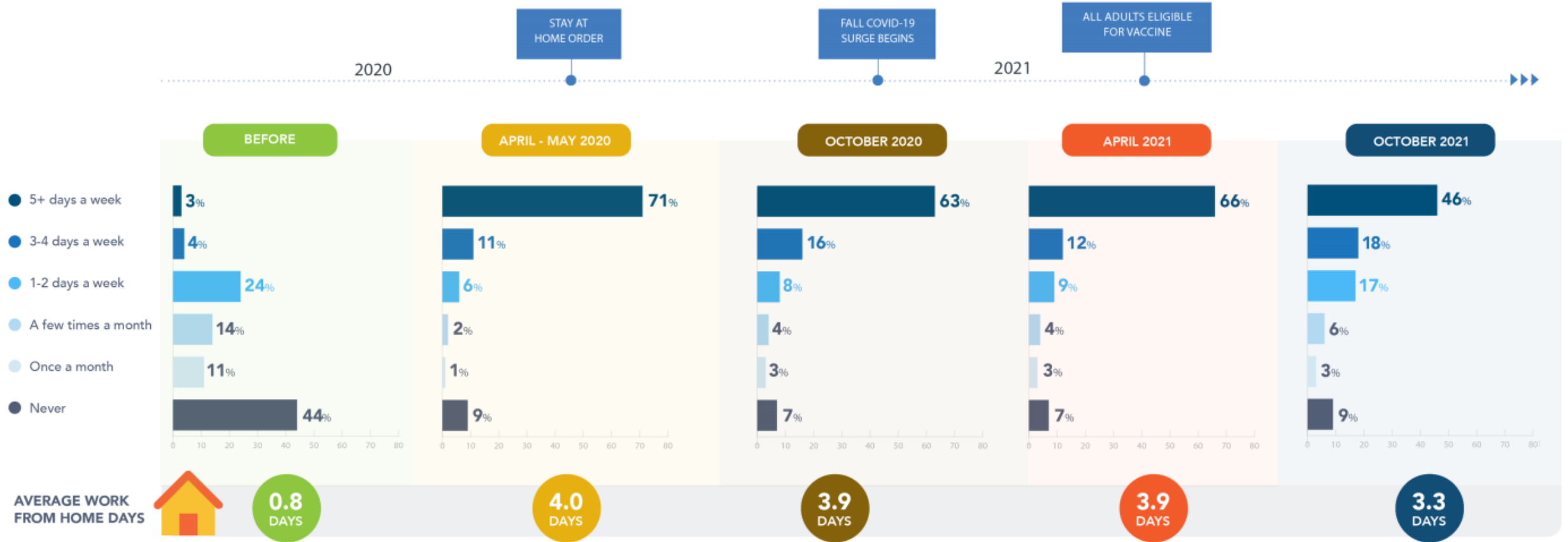
— % Work from home exclusively — % Work from home partially - - % Total work from home



Monthly averages from April 2020-Sept. 2021

GALLUP PANEL

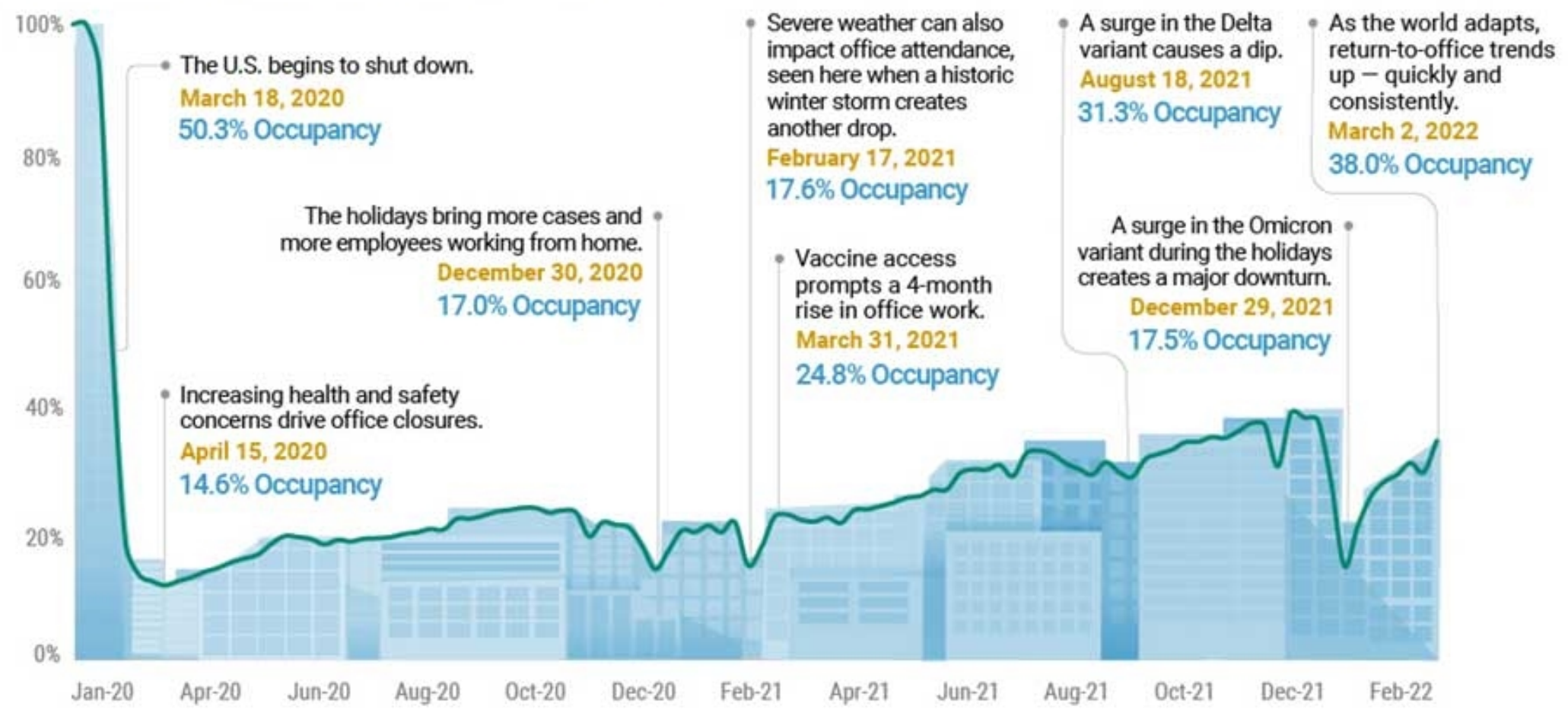
ARC LOCAL DATA





THE SLOW RETURN TO THE OFFICE

2 Years of Kastle Back to Work Barometer



Kastle Back to Work Barometer: Kastle customers are in more than 2,600 buildings in 138 cities. The Barometer reflects swipes of Kastle access controls from the top 10 cities, averaged weekly. It summarizes recent weekday building access activity among our business partners, not a national statistical sample.



THE SLOW RETURN TO THE OFFICE

2 Years of Kastle Back to Work Barometer

- Of those working mostly or completely from home, 61% were doing so by choice as of January 2022 (likely higher now).
- Half of all office days are once a week (*Basking.io*)
- 37% of office visits lasted less than six hours (double the rate pre-pandemic)



Kastle Back to Work Barometer: Kastle customers are in more than 2,600 buildings in 138 cities. The Barometer reflects swipes of Kastle access controls from the top 10 cities, averaged weekly. It summarizes recent weekday building access activity among our business partners, not a national statistical sample.

NOT THE ENEMY OF PRODUCTIVITY

- **Remote productivity equal to or higher than on-site productivity: 95% (Flexjobs), 76% (Colliers), 75% (OWL Labs), 60% (CNBC).**
 - 1 in 3 workers felt overall work performance and quality were improved, outnumbering those who felt it had decreased (Harvard).
- **83% of employers say the shift to remote has been successful (up from 73% in June 2020).**
- **52% of executives felt average productivity had improved (PwC).**

BEING COMPETITIVE IN

RECRUITING AND RETAINING

CRITICAL FOR RECRUITMENT & RETENTION

- **High proportions of people want to work remotely 1+ days / week:**
 - PwC: 82%
 - McKinsey: 83%
 - Accenture: 83%
 - Colliers: 80%
 - IBM: 75%
 - Slack/GlobalWebIndex: 72%
 - Kittelson: 72%
 - Gallup: 65%
 - CBRE: 56%
- **Individual preferences for where and when to work vary broadly from person to person, but overall desire for remote/hybrid work is present across all demographics (Robert Half).**
 - **90%** of 16,000 workers surveyed by EY want flexibility in where and when they work.



Over half of employees want to work remotely three days a week or more

I would not want to work remotely



1-3 days per month



One day per week



Two days per week



Three days per week



Four days per week

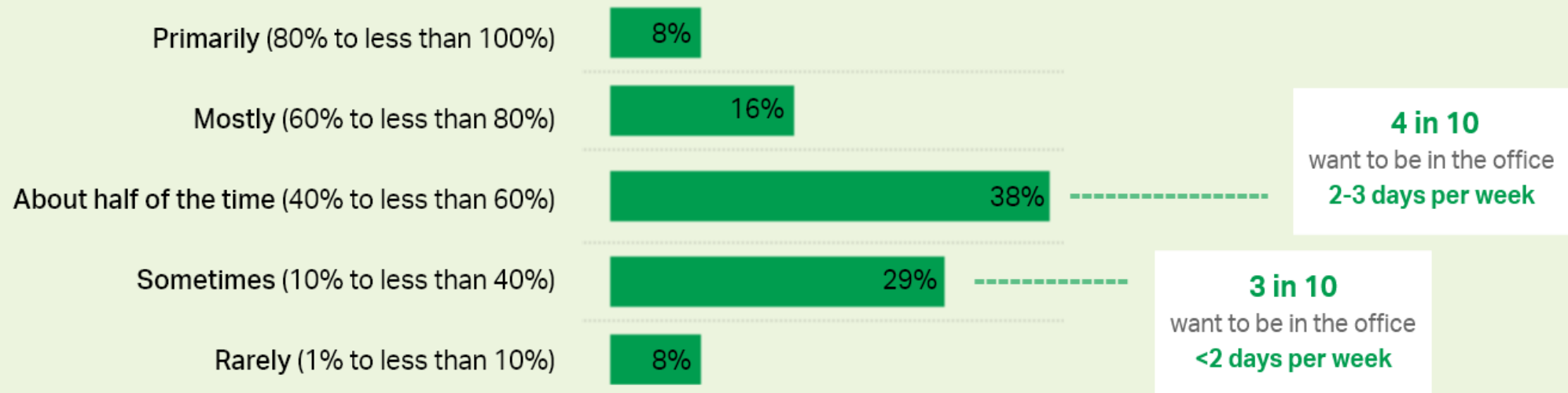


Five days per week



GALLUP

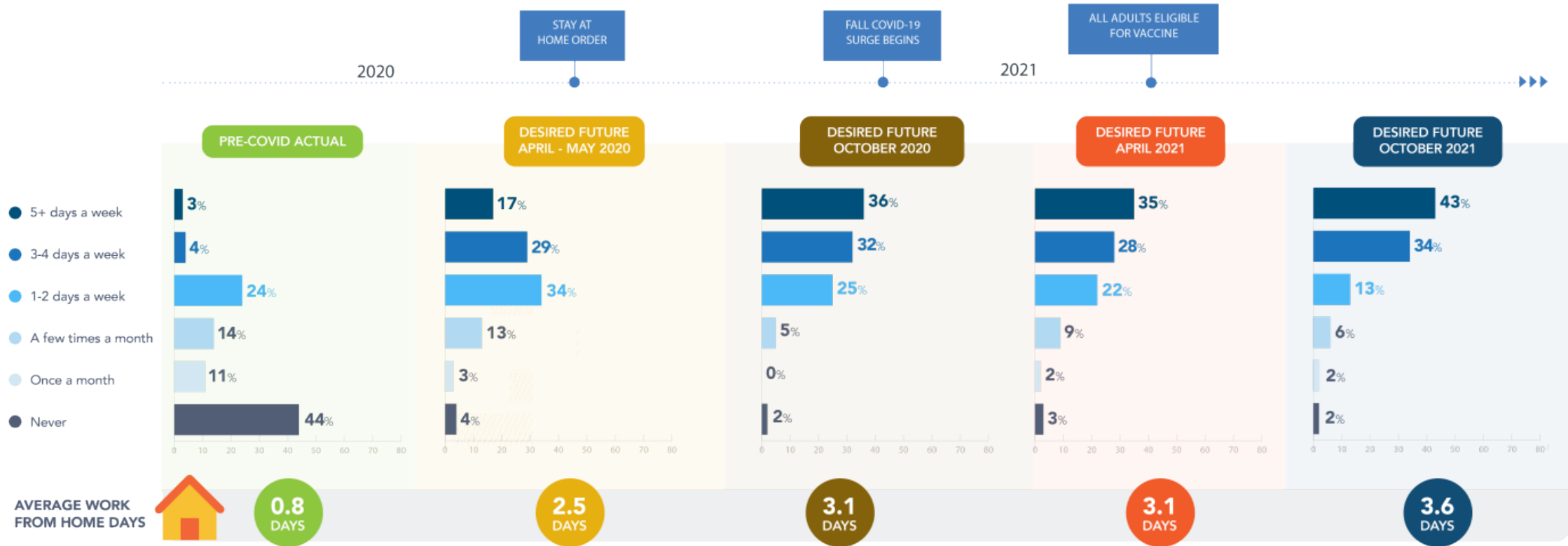
If Given the Option to Work Partially Remote, How Often Would You Prefer to Work at the Office?



GALLUP®

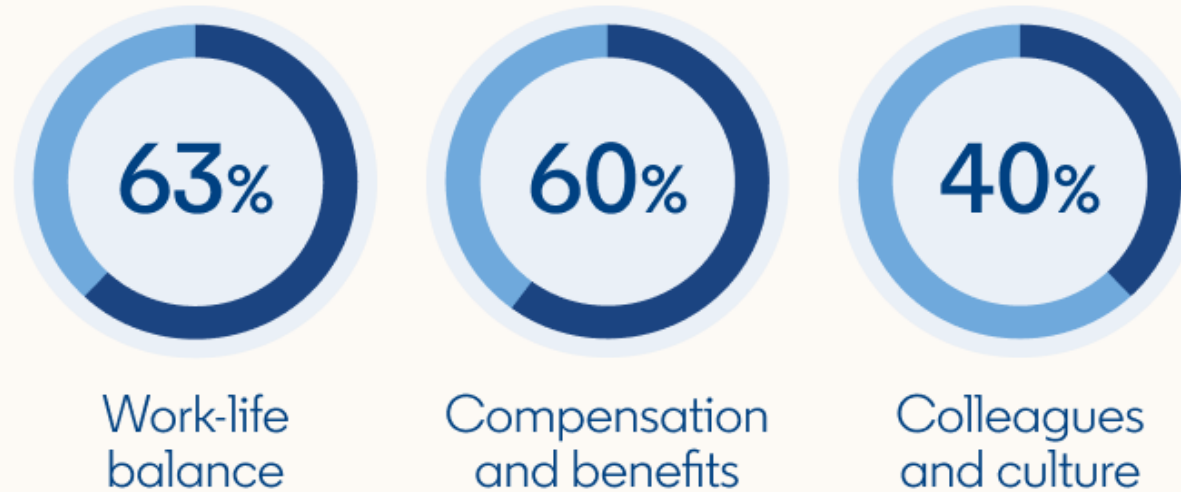
ARC LOCAL DATA

Desired future (post-pandemic) work from home increased slightly, from 2.5 days per week (in April 2020) to 3.1 days per week in April 2021.



BALANCE

Percentage of professionals selecting these as top priorities when picking a new job:



Source: Global Talent Trends 2022

HOW CRITICAL IS FLEXIBILITY?

54% WOULD CONSIDER LEAVING THEIR JOB IF THEY WEREN'T GIVEN FLEXIBILITY (EY)

1 IN 3 WORKERS WOULD SEEK A NEW JOB IF ASKED TO RETURN TO OFFICES FULL-TIME (ROBERT HALF)

MCKINSEY RESEARCH FOUND A SIMILAR RESULT (MCKINSEY)

HOW CRITICAL IS FLEXIBILITY?

54% WOULD CONSIDER LEAVING THEIR JOB IF THEY WEREN'T GIVEN FLEXIBILITY (EY)

1 IN 3 WORKERS WOULD SEEK A NEW JOB IF ASKED TO RETURN TO OFFICES FULL-TIME (ROBERT HALF)

MCKINSEY RESEARCH FOUND A SIMILAR RESULT (MCKINSEY)

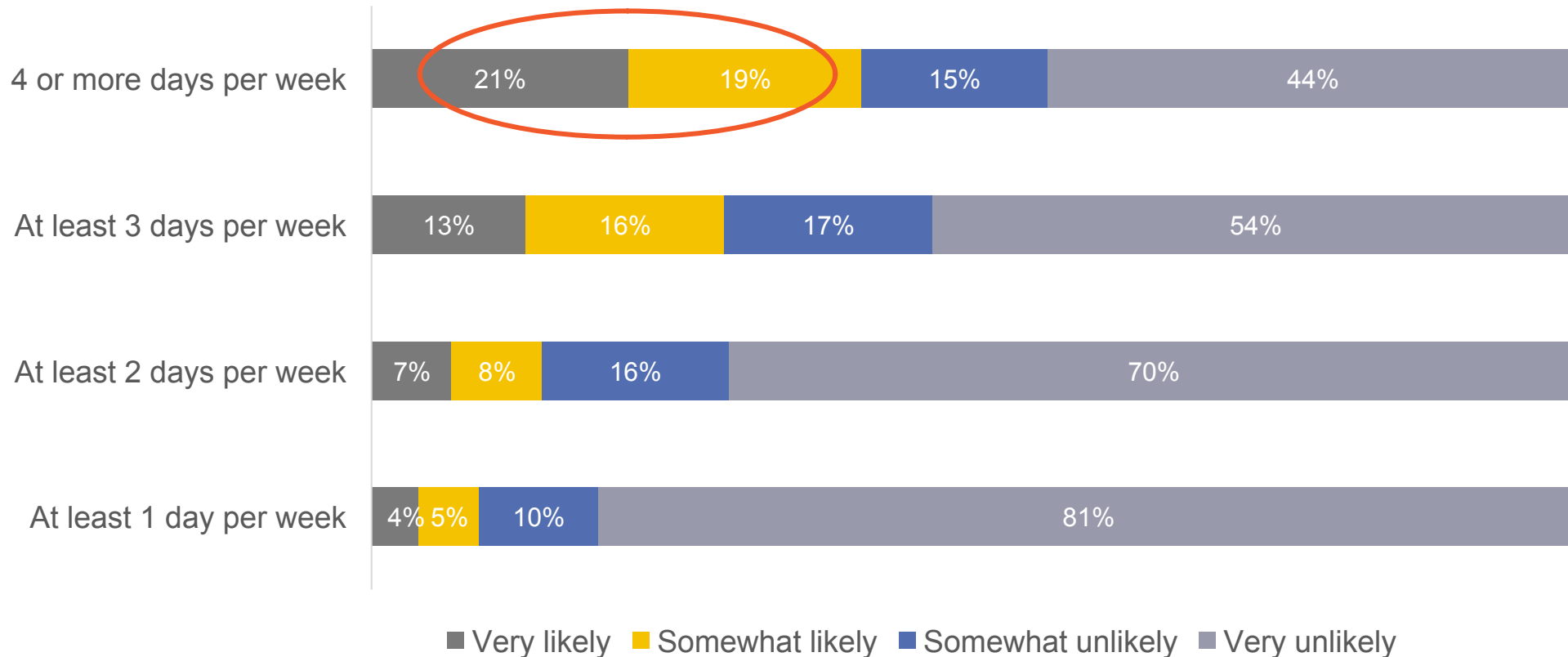
SO DID GALLUP:

49% OF PROFESSIONALS WOULD BE SOMEWHAT OR EXTREMELY LIKELY TO LOOK FOR A NEW JOB IF ASKED TO RETURN FULL-TIME (GALLUP)

ARC LOCAL DATA

How likely would you be to leave your job if your employer required you to be in the office...

40%



FLEXIBILITY OVER PAY

- **Willingness to take a 7% pay cut (on average) in exchange for 2-3 days per week of WFH (Barrero et al).**
- **Another study found 25% of professionals said they would take a pay cut of 10% or more to continue WFH (OWL Labs)**
 - This was even higher (60%) among tech sector workers (Indeed).
- **Blind found 64% of tech workers would choose remote work over a \$30,000 pay increase.**

FROM THE GUARDIAN:

Employees, on the other hand, want to keep working remotely - at least some of the work week. With today's tight labor market, Bloom said, the worst thing a company can do is expect workers to come in five days a week. Multiple surveys have shown that workers have liked the perks of working from home so much that many are willing to switch jobs to keep that option.

“That is the fastest way to destroy your company,” Bloom said.
“Hybrid work-from-home, it’s become completely a standard.”

FOCUS ON

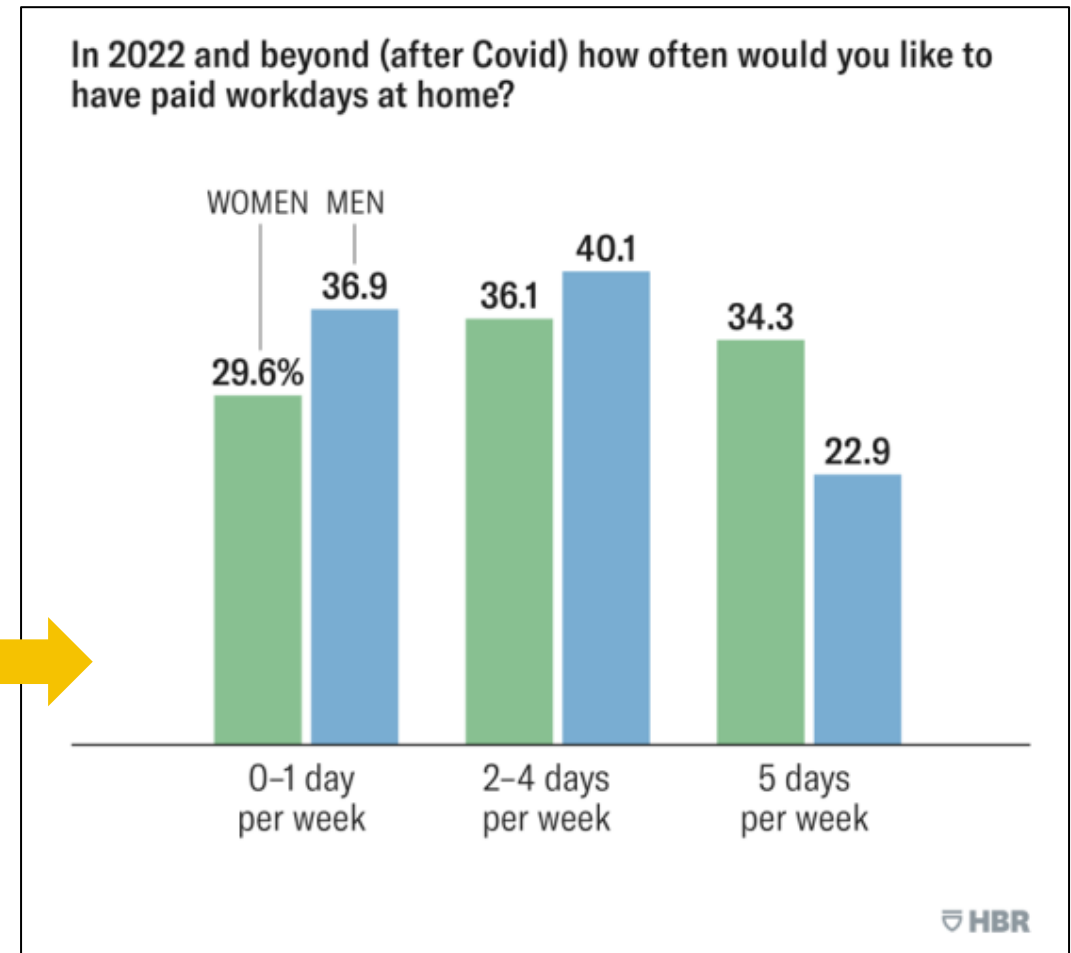


EQUITY

EQUITY AND WORK LOCATION

Only 3% of Black knowledge workers want to return to full-time co-located work (vs. 21% of white knowledge workers in the U.S.).
(Future Forum)


Women prefer remote work, compared to men. (HBR)



CULTURE AT WORK

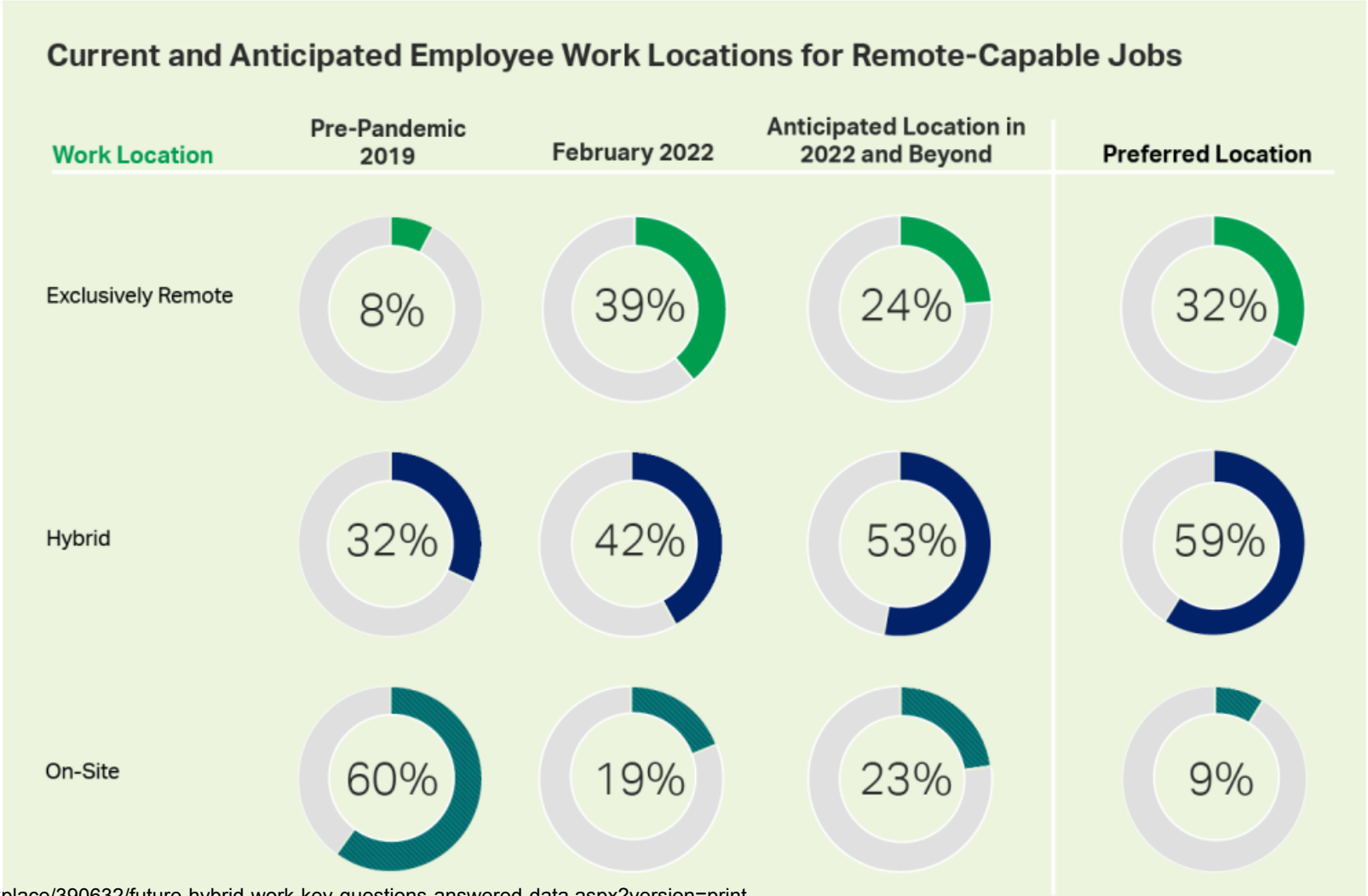
Flexibility and remote work increase the importance of objective performance indicators and decrease the effect of social factors.

Reducing focus on “culture” as like-minded small talk provides better inclusiveness across a broader array of interests, personalities, and other characteristics.



FUTURE PLANS

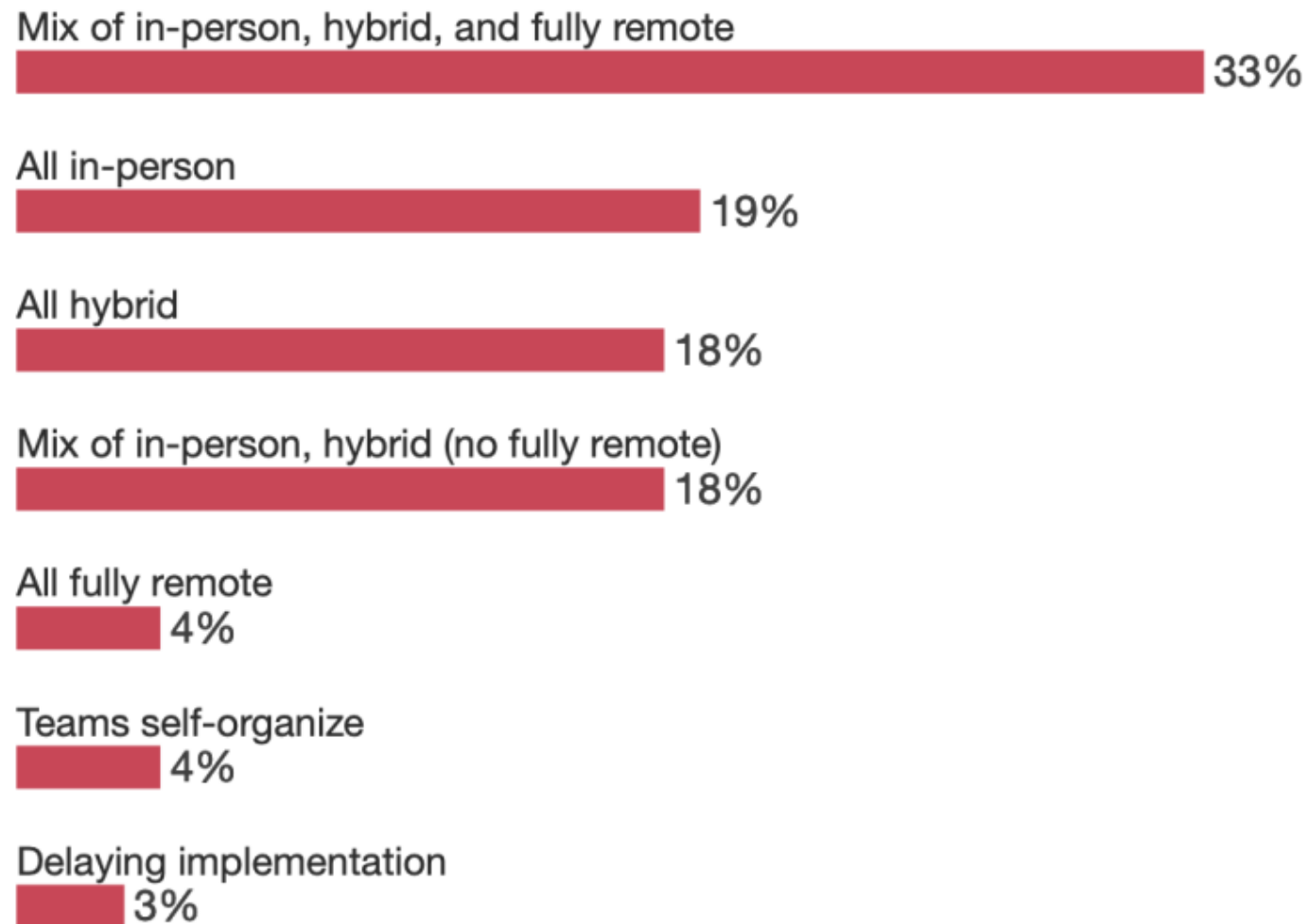
GALLUP



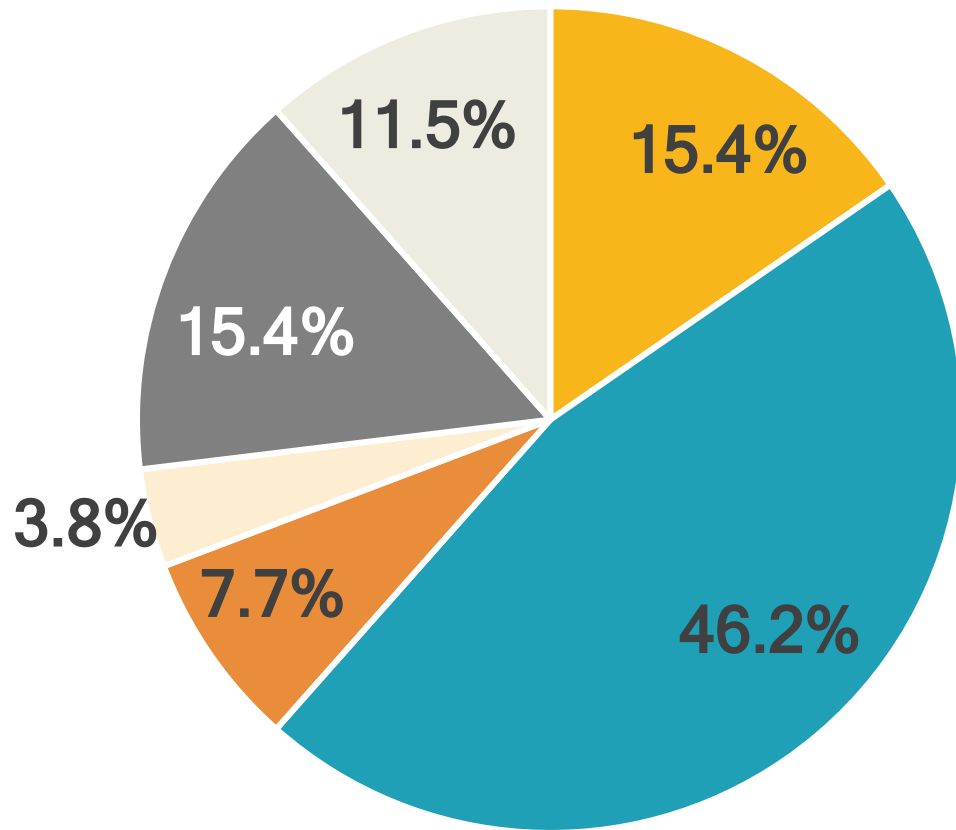
<https://www.gallup.com/workplace/390632/future-hybrid-work-key-questions-answered-data.aspx?version=print>

PWC

Company workforce location plans for fall 2021



LOCAL SNAPSHOT



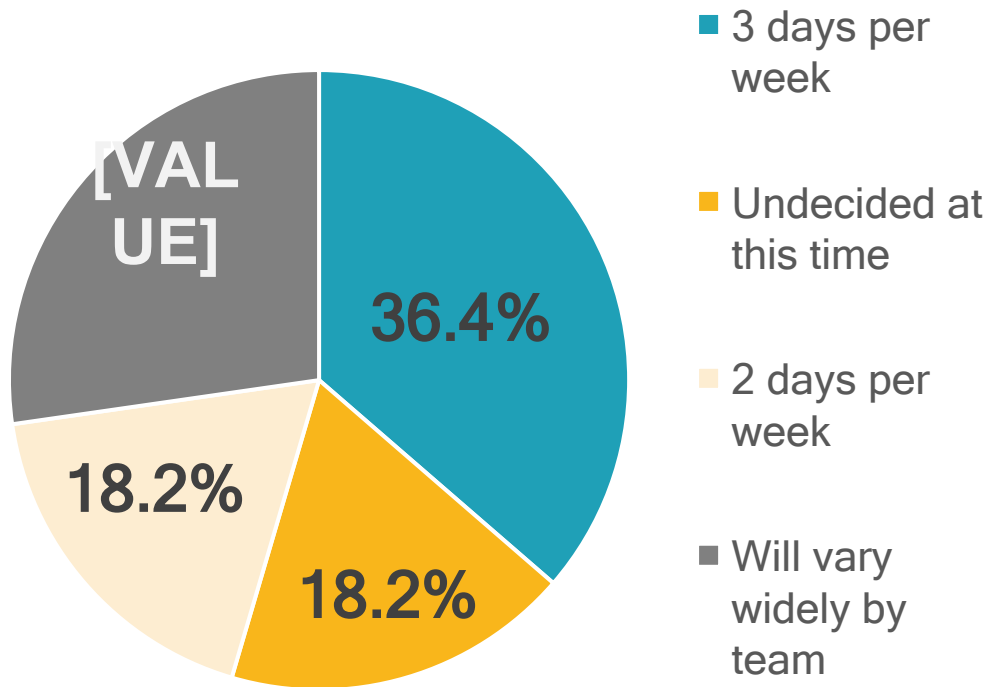
- Full return to office (All or almost all employees will eventually return to 100% in-office)
- Hybrid (All or almost all employees will split their week between office and remote)
- Mixture of the above options
- Remote (All or almost all employees will work fully remotely)
- Split workforce (The organization will be split in location, with some people or teams fully remote and others fully in-office)
- We have not finalized any plans as of now

69%
Some hybrid or remote work

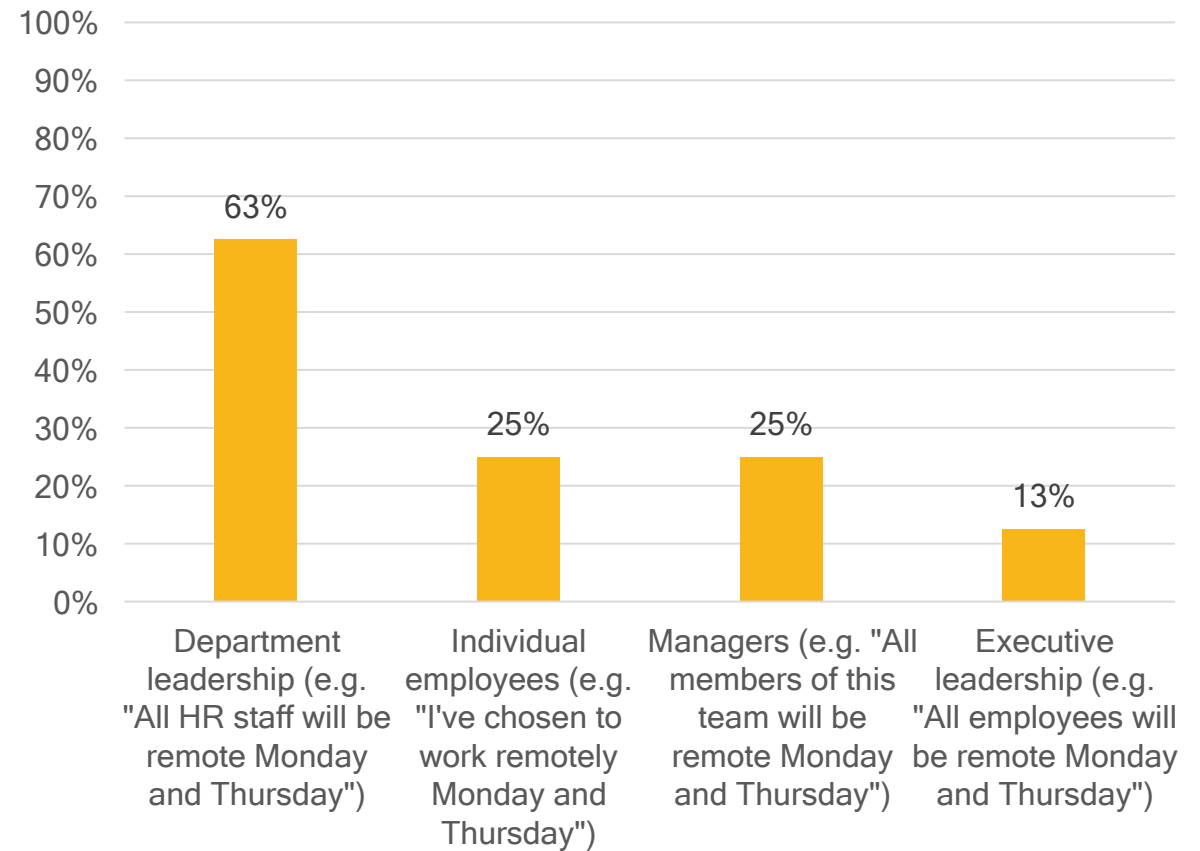
15%
Confirmed **no** remote work post-pandemic

HYBRID DETAILS

How many days per week will employees work remotely per your current 2022 work plans?



Who has (or will have) **primary** authority over what specific days employees and/or teams are working remotely?



SPECTRUMS OF HYBRID



vmware®

IHG®
HOTELS & RESORTS

COX
ENTERPRISES

WestRock

GRH



CARVANA

NH
NORTHSIDE
HOSPITAL

CODEMETTLE

SAFE-GUARD
Products International

StateFarm®



Mercedes-Benz

Z
ZURICH

INSIGHTGLOBAL

FOCUS BRANDS™



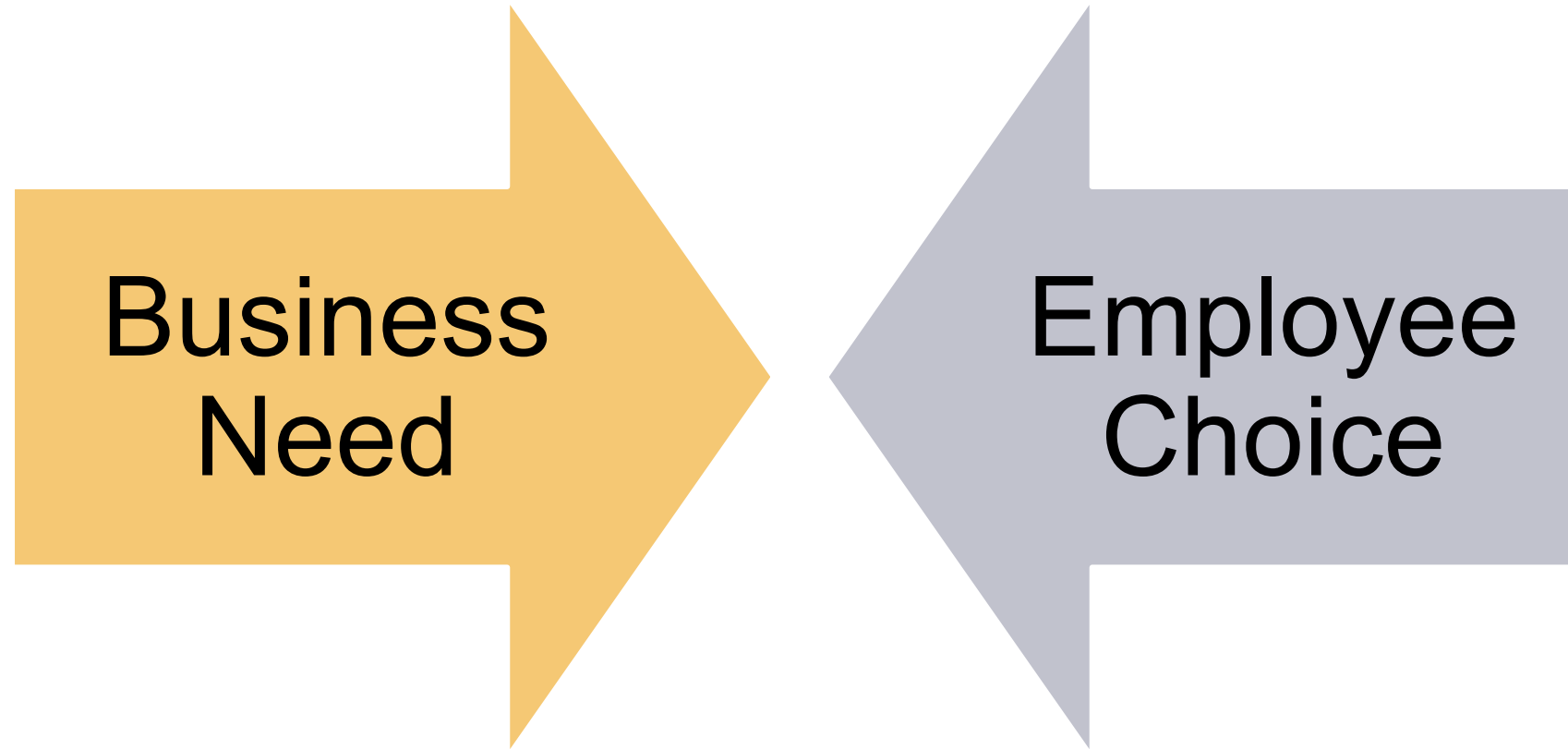
OneTrust
Privacy Management Software

Secureworks®

INSPIRE
Brands

HOW ARE LOCAL ORGANIZATIONS THINKING ABOUT THESE CHOICES?

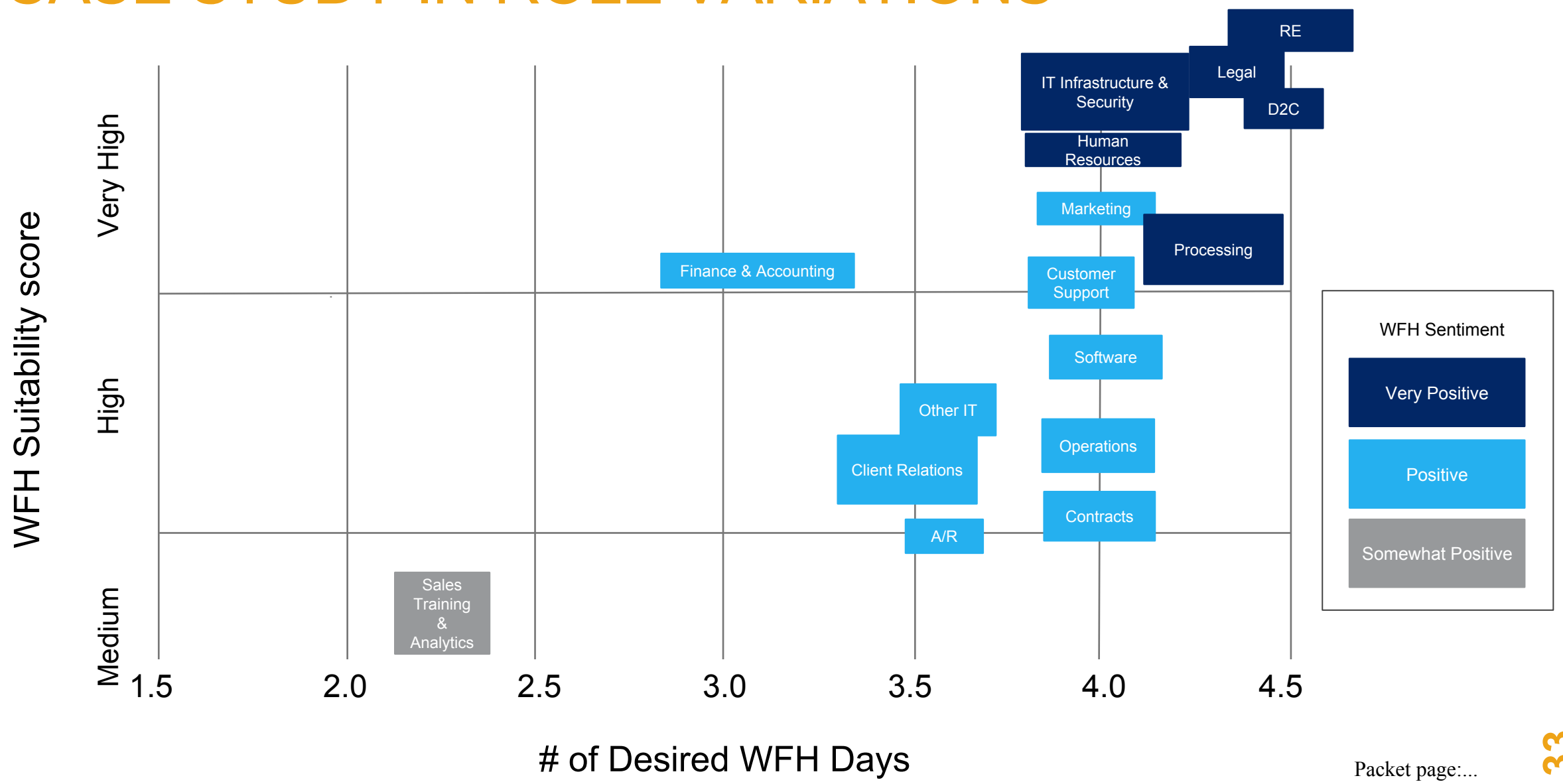
INTERSECTING PIECES



EX: WHERE

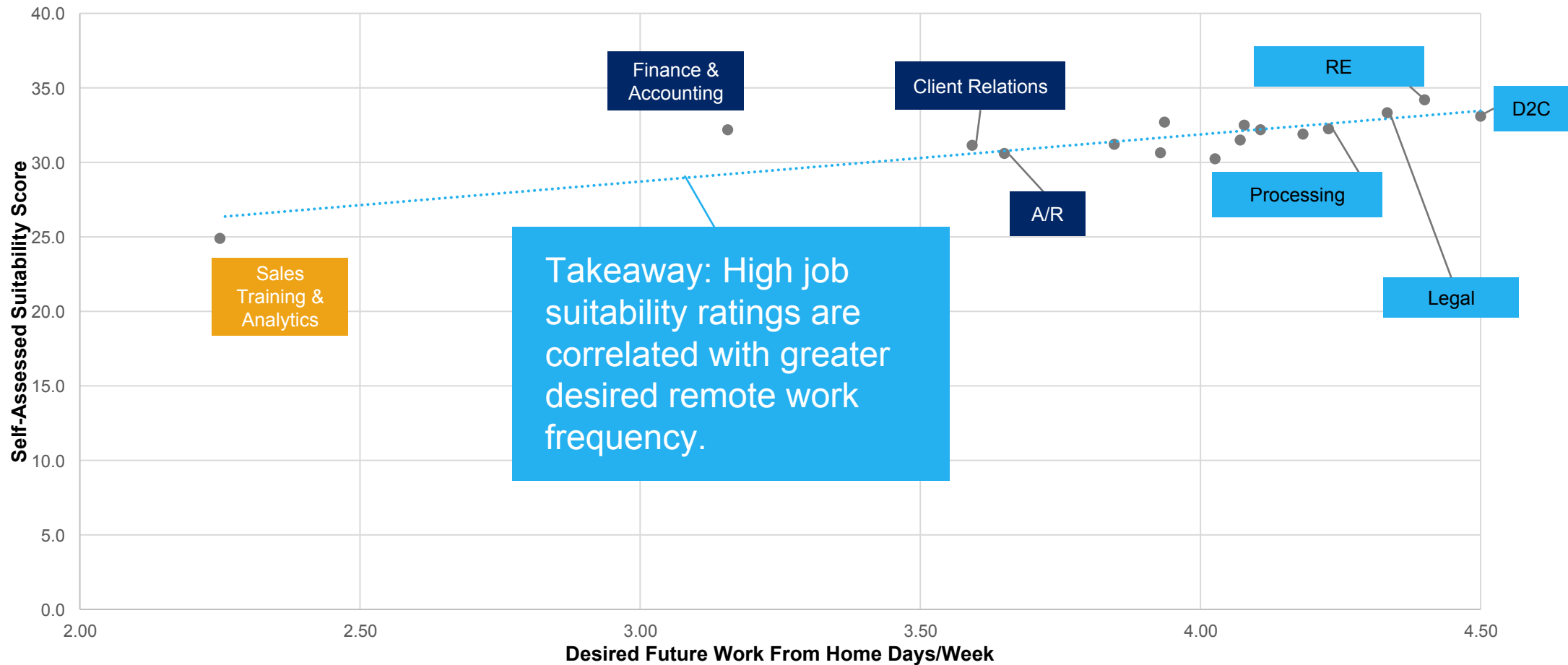
		<i>Proportion of Employee's Work Responsibilities/Tasks that are Completed Independently</i>		
		High (>75%)	Medium (25-75%)	Low (<25%)
<i>Employee Desire to Work Remotely</i>	High	4+ Remote Days / wk	2-3 Remote Days	0-1 Remote Day
	Medium	2-3 Remote Days	1-2 Remote Days	0-1 Remote Days
	Low	1 Remote Day	0-1 Remote Days	0 Remote Days

CASE STUDY IN ROLE VARIATIONS



CASE STUDY IN ROLE VARIATIONS

Remote Work Preferences and Job Suitability



THE QUESTION OUR EMPLOYERS ARE ASKING:

Who are we competing with for talent, and what are other jobs in those industries offering?

THANK YOU



Johann@PerimeterConnects.com



PerimeterConnects.com



Phone: 770-390-1788

BONUS SLIDES

WHY IS REMOTE SO POPULAR? THE COMMUTE

GALLUP

Why Do People Prefer Their Ideal Work Location?

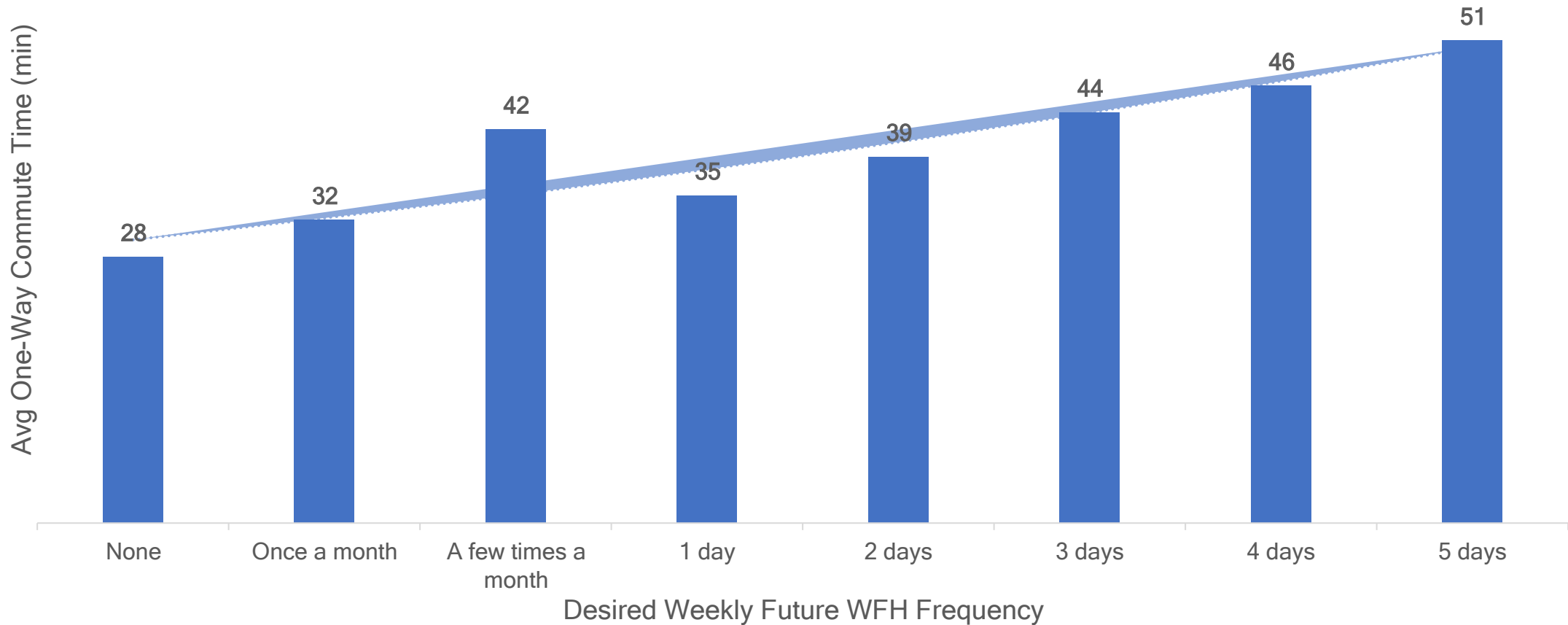
Top reasons for work location preference:

HYBRID

- 1 To avoid commute time
- 2 It is better for my wellbeing overall
- 3 I need flexibility to balance family needs or other obligations
- 4 The option to work in-person with **coworkers**
- 5 I feel more **productive** AND **connected** to my organization

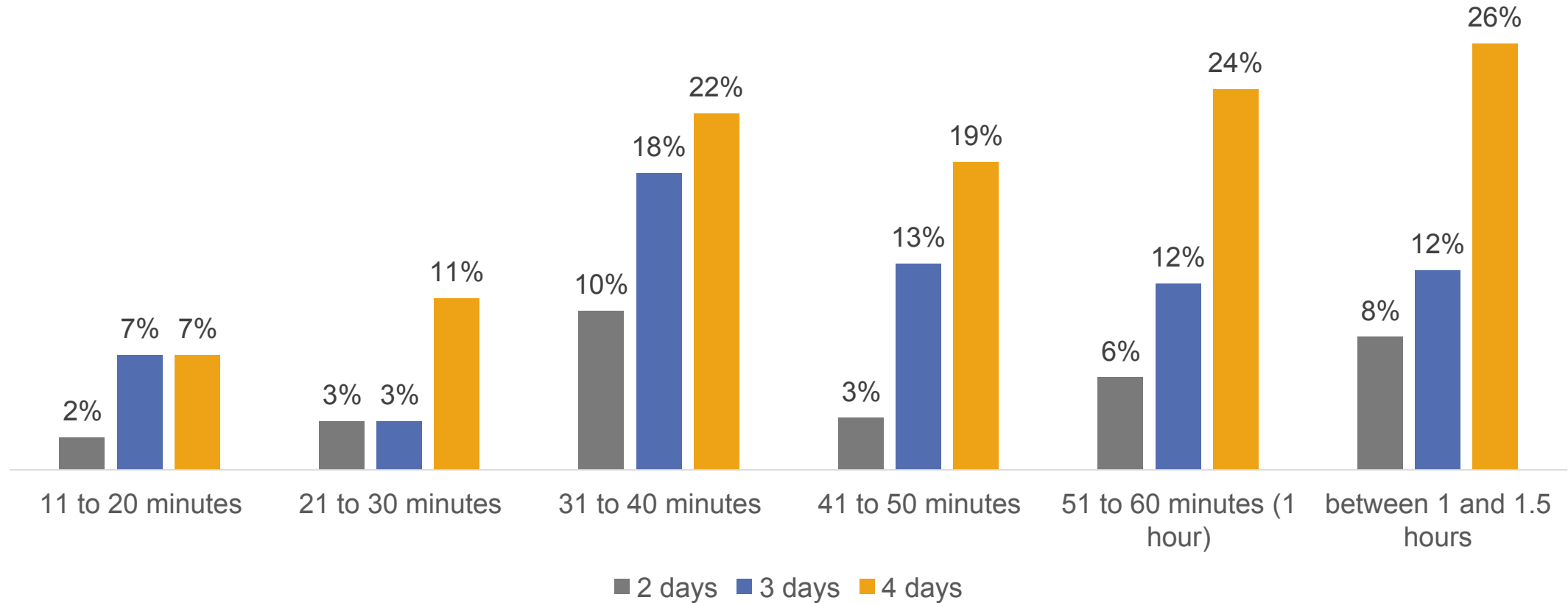
GALLUP

COMMUTE TIME AND DESIRED WORK FROM HOME FREQUENCY ARE POSITIVELY CORRELATED



EMPLOYEES WITH COMMUTES OVER 30 MINUTES ARE MORE LIKELY TO QUIT AS REQUIRED IN-OFFICE DAYS INCREASE

% very likely to quit by # of in-office days required and commute time



OFFICE OCCUPANCIES ARE HIGHER WHERE COMMUTES ARE SHORTER

THE WALL STREET JOURNAL.

[Home](#) [World](#) [U.S.](#) [Politics](#) [Economy](#) [Business](#) [Tech](#) [Markets](#) [Opinion](#) [Books & Arts](#) **Real Estate** [Life & Work](#) [Style](#)

REAL ESTATE | PROPERTY REPORT

Dreaded Commute to the City Is Keeping Offices Mostly Empty

Urban areas where people live closer to work have a higher return-to-office rate, WSJ analysis shows

SUMMER 2019



Find a Location



Home Zip Codes

- 4316
- 3345-4315
- 2770-3344
- 2045-2769
- 1754-2044
- 1145-1753
- 550-1144
- 167-549
- 1-166
- Zones



SUMMER 2021



Find a Location

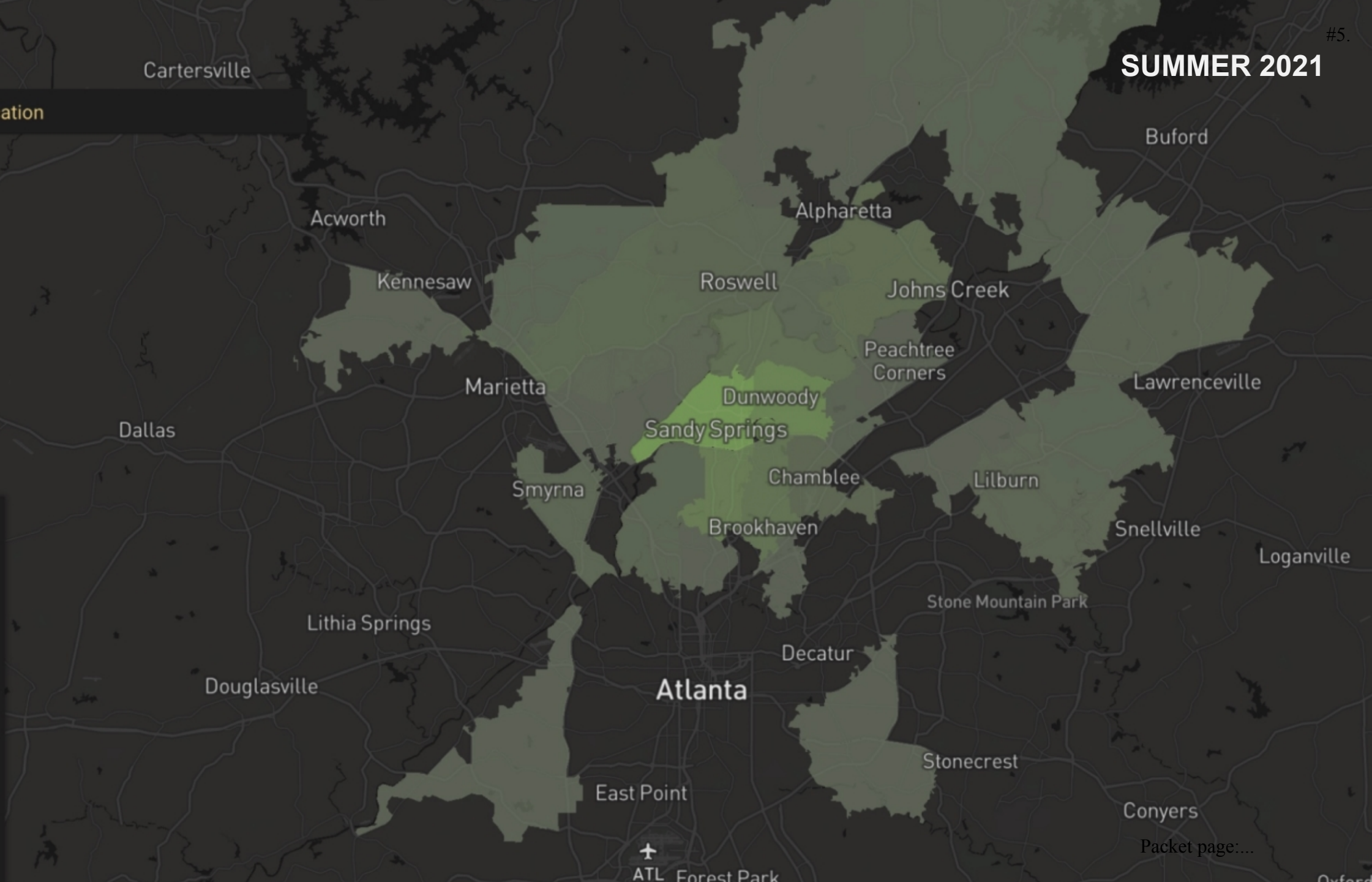


kmart

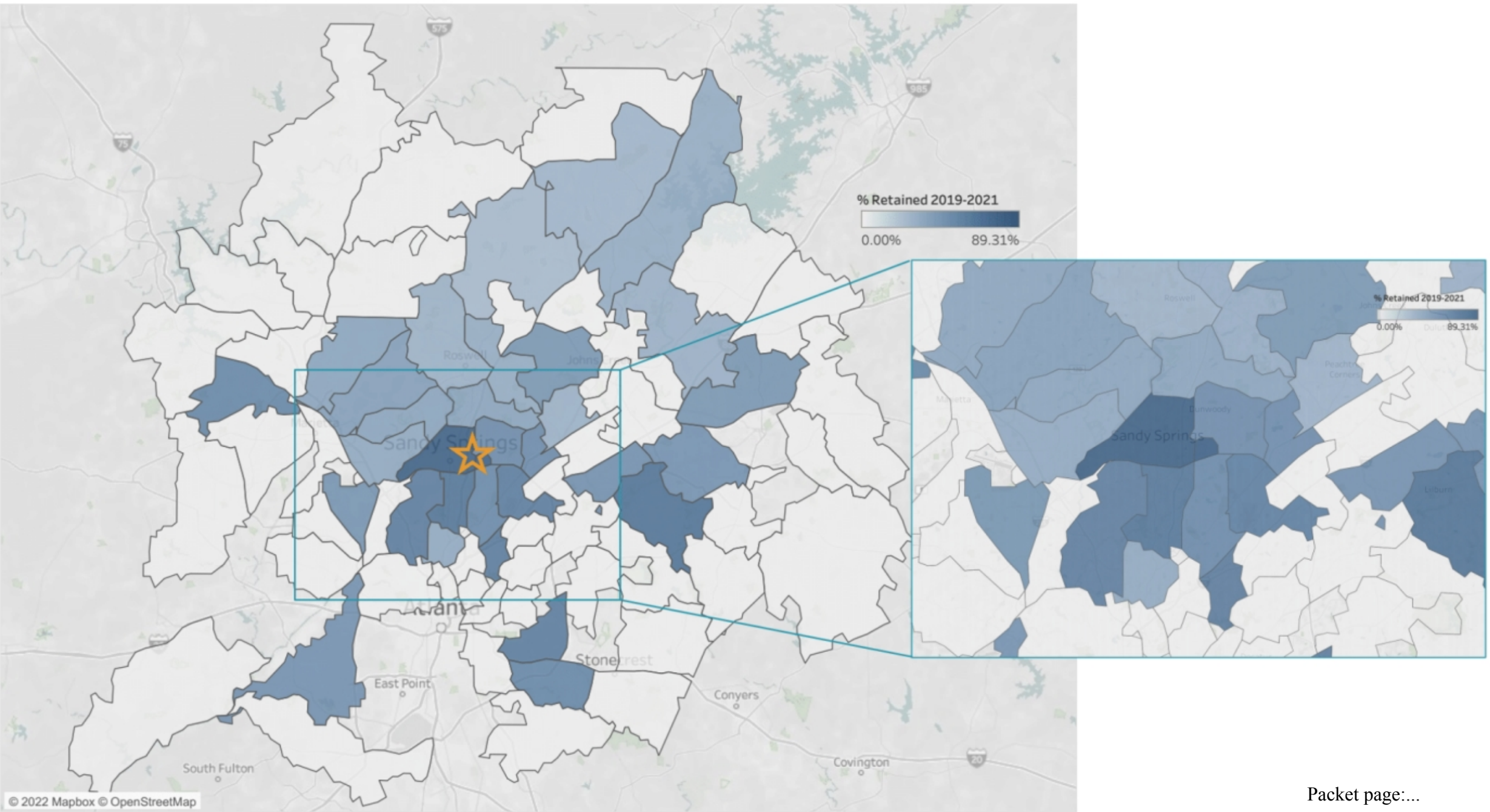


Home Zip Codes

- 3835
- 2474-3834
- 1905-2473
- 1081-1904
- 1028-1080
- 562-1027
- 232-561
- 62-231
- 1-61
- Zones



Employee Home ZIP Codes, 2019-2021



STRATEGIES FOR COMPETITIVE OFFICES

- 1. Provide real commute solutions (it's the #1 reason people prefer remote¹)**
- 2. Shorten distances between work and home**
- 3. Flexible schedules**

¹Gallup 2022, Atlanta Regional Commission 2021