Take the first step
Let's have a conversation to discuss your needs, identify areas of risk, and allow us to demonstrate our industry-leading approach. Let us help you Discover, Define, Design, and Deploy.

Business drivers
Strategy & policy
Structure
Risk & data analytics
Compliance & process
Change Management

What are we hearing from the market?

Key considerations

Take the first step

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Business drivers

The remote work trend has accelerated the need for evolution of global mobility. Companies that react and adapt quickly will find business as usual, while others may struggle.

Key business drivers

- Talent
- Risk Management
- Flexibility
- Business alignment
- Cost management
What are we hearing from the market

- **80%** of workers say they would turn down a job that did not offer flexible working\(^1\)
- **25%–30%** of the workforce will be working from home by 2022\(^2\)
- **79%** of remote employees say remote work increases their productivity/focus\(^3\)
- **$7+ trillion** to be invested in making work more digital by 2023
- A **50% increase in remote work could lead to over $11,000 in savings annually** per employee\(^4\)

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1. FlexJobs, Remote Work Statistics: Shifting Norms and Expectations, Beth Braccio Hering
2. Global Workforce Analytics, San Diego, Kate Lister
3. Global Workforce Analytics, San Diego, Telework Savings Potential, San Diego
What are the key considerations for work anywhere?

- Income tax and social security
- Immigration and employment law
- Regulatory and licensing considerations
- Change management
- Health and safety
- Corporate tax/permanent establishment
- Talent management
Take the first step

Let's have a conversation to discuss your needs, identify areas of risk, and allow us to demonstrate our industry leading approach. Let us help you Discover, Define, Design and Deploy your work anywhere together workforce model.

<table>
<thead>
<tr>
<th>Phase</th>
<th>Outcome</th>
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<tbody>
<tr>
<td>Discover</td>
<td>— Identify appropriate employee groups, business units, locations where Work Anywhere, Together should be explored</td>
</tr>
<tr>
<td>Define</td>
<td>— Develop design concepts and assess viability and impact of each approach to support Work Anywhere, Together</td>
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<tr>
<td>Design</td>
<td>— Formulate detailed future state design and transition plan, considering and planning for impact on key functions and stakeholder group</td>
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<tr>
<td>Deploy</td>
<td>— Implement a well-thought and balanced approach with focus on compliance and employee experience</td>
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**Set-Up requirements and documentation**

**High-level gap & impact analysis**

**Design recommendations and principles**

**High-level implementation roadmap**
Bring work anywhere, together to life

Strategy & policy
A clear documented strategy that aligns with your overall business and talent strategy while minimizing organizational risk.
Structure
An organizational structure that allows you to operate in a tax compliant manner, anticipating global and local compliance requirements.

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Compliance & process
A seamless automated process to assist with managing complex global tax and regulatory requirements based on employee location, value and service considerations.
Risk & data analytics
Detailed cost analysis of the operating model, risk assessment and quantification and measure of return on investment.
Change management
Deliberate and considered approach to initiating change and managing transformation.
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