HOW ARE COMPANIES RESHAPING THEIR WORKPLACE STRATEGY?

COVID-19 has pushed the tech sector to re-think its workplace strategy and many employers are announcing new policies to support a longer-term distributed workforce. Here is a list of how companies have aligned thus far:

Remote First
- Twitter
- Square
- Atlassian
- Slack
- GitHub
- Zapier
- Coinbase
- Elastic
- Dropbox

Hybrid
- Facebook
- Google
- Red Hat
- Stripe
- SAP
- Okta
- Microsoft
- Salesforce
- GoFundMe
- Box
- Intuit
- Dell

LESIONS LEARNED FROM TECH SECTOR PEERS

MICROSOFT

Microsoft analyzed data on its newly remote workforce.

Across their newly remote teams, managers carried a bigger burden and work hours spiked, but multi-tasking during meetings was not as common as expected.

GOOGLE'S CEO SEES A FUTURE GROUNDED IN FLEXIBILITY AROUND A HYBRID MODEL

When Googlers were asked how often they need to be in the office to do their work, 62% said “some days” in July 2020, up from 53% when surveyed in May.

ZUCKERBERG ON REMOTE WORK FACEBOOK LIVE - PUBLICLY RELEASED

Experienced/tenured staff tended to want to work remotely more often than junior employees, “in some places, the delta is almost 2X.”

STRIPE'S REMOTE ENGINEERING HUB, ONE YEAR IN

When only one member of the team was remote they often suffered a combination of isolation and organizational burden.

STAY IN THE KNOW | COVID-19 TECH SECTOR TRENDS

To watch real-time updates on how the Tech Sector is responding, such as Office Re-Opening schedules or which/how employers are Localizing Pay across newly remote teams, access our public report trackers here:

Tech Sector Re-Entry Timeline Tracker

Tech Sector Localizing Pay Tracker

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WHAT WE FOUND GLOBALLY XSF@HOME

Total Workplace Ecosystem validated by our XSF@home survey of over 60,000 people and 3 million data points.

We Are Still Working

75%
Feel they effectively focus and collaborate

People Don’t Feel “Well”

54%
Have a sense of wellbeing

Younger Generations Struggle More

70%
Of younger generations have WFH challenges

A Total Workplace Ecosystem

78%
Want remote working policies expanded and shift to balancing office, home and third places.

The office is vital and a critical driver of culture, learning and personal connections.

SOFTWARE DEVELOPER COMPENSATION TRENDS

As teams become more distributed and employers expand in secondary and tertiary markets, we will continue to see heightened awareness towards compensation variances by market, in part, instigated by Cost of Living adjustments. Below reflects compensation trends in 2020 for Software Developers and QA professionals.

<table>
<thead>
<tr>
<th>Metro</th>
<th>2020 Resident Workers</th>
<th>75th Percentile Annual Earnings</th>
<th>Wage Delta to SF 75th Percentile Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>95,856</td>
<td>$154,534</td>
<td>-10%</td>
</tr>
<tr>
<td>San Francisco</td>
<td>72,074</td>
<td>$172,523</td>
<td>0%</td>
</tr>
<tr>
<td>Seattle</td>
<td>70,285</td>
<td>$156,814</td>
<td>-9%</td>
</tr>
<tr>
<td>Washington DC</td>
<td>65,293</td>
<td>$148,223</td>
<td>-14%</td>
</tr>
<tr>
<td>San Jose</td>
<td>60,939</td>
<td>$174,362</td>
<td>1%</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>56,661</td>
<td>$149,668</td>
<td>-13%</td>
</tr>
<tr>
<td>Dallas</td>
<td>47,695</td>
<td>$133,094</td>
<td>-23%</td>
</tr>
<tr>
<td>Boston</td>
<td>46,680</td>
<td>$145,270</td>
<td>-16%</td>
</tr>
<tr>
<td>Chicago</td>
<td>43,629</td>
<td>$127,419</td>
<td>-26%</td>
</tr>
<tr>
<td>Atlanta</td>
<td>37,643</td>
<td>$129,592</td>
<td>-25%</td>
</tr>
<tr>
<td>Denver</td>
<td>29,629</td>
<td>$133,999</td>
<td>-22%</td>
</tr>
<tr>
<td>Philadelphia</td>
<td>27,594</td>
<td>$128,171</td>
<td>-26%</td>
</tr>
<tr>
<td>Detroit</td>
<td>25,880</td>
<td>$114,227</td>
<td>-34%</td>
</tr>
<tr>
<td>Minneapolis</td>
<td>25,581</td>
<td>$127,550</td>
<td>-26%</td>
</tr>
<tr>
<td>Phoenix</td>
<td>23,806</td>
<td>$123,350</td>
<td>-29%</td>
</tr>
<tr>
<td>Houston</td>
<td>21,371</td>
<td>$127,719</td>
<td>-26%</td>
</tr>
<tr>
<td>Austin</td>
<td>21,010</td>
<td>$130,560</td>
<td>-24%</td>
</tr>
<tr>
<td>San Diego</td>
<td>20,561</td>
<td>$143,075</td>
<td>-17%</td>
</tr>
<tr>
<td>Portland</td>
<td>15,805</td>
<td>$130,941</td>
<td>-24%</td>
</tr>
<tr>
<td>Baltimore</td>
<td>15,732</td>
<td>$150,863</td>
<td>-13%</td>
</tr>
</tbody>
</table>

Source: Cushman & Wakefield, EMSI, ESRI, QCEW 2019. Earnings data is based on Quarterly Census of Employment and Wages (QCEW). Wages include “bonuses, stock options, severance pay, the cash value of meals and lodging, tips and gratuities.” Salaries represent trends for Software Developers, QA Analysts & Testers.