USING TWO PERSPECTIVES TO GET A CLEARER VIEW OF WORK FROM HOME: BUSINESS AND HOUSEHOLD SURVEYS[1]

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EXTENDED ABSTRACT

The pandemic propelled work from home (WFH) into an important phenomenon which continues to this day and which many expect to continue into the future (Bick et al. 2023 and Barrero et al. 2021, 2023). Just how important is not clear since measures of WFH have varied across surveys and other collections such as mobility measures (Abraham et al. 2024, Barrero et al. 2023, and Brynjolfsson et al. 2023). The Census Bureau has long collected information on WFH on demographic surveys but only relatively recently began collecting this information on business surveys. This paper reports on a new way to measure WFH using a business survey, the Business Trends and Outlook Survey (BTOS), and discusses potential improvements to existing measures of WFH from a household survey, the American Community Survey (ACS). We hope that this dual perspective will help produce a more comprehensive and complete picture of WFH.

WFH questions on federal *household* surveys have a long history: appearing on Census Bureau decennial long forms starting in 1960 and then transitioning to the American Community Survey (ACS) when long form was retired for the 2010 decennial Census. Two other Census Bureau household surveys (with smaller samples) also collect WFH: the Household Pulse Survey (HPS) and Survey of Income and Program Participation (SIPP). The Bureau of Labor Statistics (BLS) has also fielded WFH questions on multiple versions of the Current Population Survey (CPS), most notably with questions starting during the pandemic and continuing into the current period. BLS has also included WFH questions at various times on the American Time Use Survey (ATUS) and the National Longitudinal Survey of Youth (NLSY).

[1] Any opinions and conclusions expressed herein are those of the authors and do not represent the views of the U.S. Census Bureau. There are currently no Census Bureau micro data used in this abstract. Corresponding coauthor: Lucia.S.Foster@census.gov.

Work from home questions on federal *business* surveys have a much shorter history. The Census Bureau first collected WFH on a business survey as a response to one question on the 2015 Management and Organizational Practices Survey (MOPS). In response to the pandemic, the Census Bureau added questions to two surveys. The Annual Business Survey (ABS) started asking three questions about WFH starting in 2020 and continuing into the present. The Small Business Pulse Survey (SBPS), which started with the pandemic, also asked WFH on various waves. The BTOS is the successor to the SBPS and we describe it in more detail below. BLS also collected WFH from a business survey for a limited time: the Business Response Survey (BRS) was conducted in 2020 and 2021.

The Business Trends and Outlook Survey (BTOS) is a relatively new experimental data product designed to capture high-frequency changes in economic conditions through a qualitative survey of employer businesses. The survey is intended to provide an overview of the general health of businesses through a short series of questions conducted every two weeks. Its sample consists of approximately 1.2 million businesses (single and multiple location) in six waves over a given 12-week period. Results are published shortly after each biweekly collection providing an almost real-time view of economic phenomena (Buffington et al. 2023).

It is helpful to place any new collection, such as adding WFH questions to the BTOS, into context by describing the collection in terms of three characteristics: appropriate, consistent, and optimal. This first means placing the collection into context of the Census Bureau's mission and its role in the larger Federal Statistical System. This entails taking an environmental scan of similar work at other statistical agencies; in this case, the surveys from BLS as noted above. Of these, the CPS is the mostly widely cited; for example, Casselman, Goldberg, and Koeze in *The New York Times* recently used the CPS to summarize current trends in their "Who Still Works from Home?" interactive data graphic.[2] However, as it asked businesses about WFH, the BRS survey will also provide useful lessons learned. In the paper, we will describe how the WFH BTOS questions will add to our understanding of WFH by complementing existing surveys (and will not simply duplicate existing efforts).

We also will place the WFH questions into the greater context of the BTOS survey itself and how these questions are consistent with BTOS' goals concerning measuring business trends and outlook. While the BTOS provides information on current trends and expectations on core concepts such as prices, employment, and revenue, occasional supplements are added to the BTOS, in order to meet needs concerning current issues. For example, questions concerning business use of Artificial Intelligence (AI) were added to the most recent BTOS collections (Buffington et al. working paper forthcoming). Work from home is another such current issue. We will discuss how maintaining consistency with the goals of BTOS will mean that WFH questions will likely be largely qualitative in nature.

[2] https://www.nytimes.com/interactive/2024/03/08/business/economy/remotework-home.html. The article notes that the data are from the CPS. For measurement details concerning the CPS, see Dey et al. (2021). Dey et al. (2020) discusses the results from both ATUS and NLSY. The ATUS results are discussed in Barrero et al. (2023). The NLSY results are discussed in Aughinbaugh et al. (2023).

Lastly, we will discuss the WFH BTOS questions in the context of other data products available. That is, we will discuss why the survey approach is optimal since alternatives such as administrative data are not available. An obvious candidate for administrative data is from the Longitudinal Employer-Household Dynamics (LEHD) program. The LEHD Origin Destination Employment Statistics (LODES) tabulates commute distances between job and residence locations. Green et al. (2017) compare commuting times from LODES to ACS. They find that LODES commutes are longer than ACS commutes and much of this difference is driven by the unit to worker assignment, which sometimes assign particularly large commutes.[3] Thus, we will discuss why LODES is not currently a good candidate for measuring WFH.

For larger context outside the federal statistical system, we will expand our view of context to describe private/academic efforts at collections. Here there are surveys at both household/individual level (for example, the Survey of Working Arrangement and Attitudes (SWAA)) and business level (for example, the Survey of Business Uncertainty (SBU)). These surveys have provided important information on WFH and we will describe how we hope to build on their successes.[4] There are also some efforts to use commercial data including mobility data collected from cell phones (see Abraham et al. (2024)) and online job postings (Hansen et al. (2023)). An early effort by Dingel and Neiman (2020) attempted to measure WFH potential by classifying occupations using O*NET data. Through the discussion of these efforts, we will provide context that helps illuminate the gaps that WFH BTOS questions will fill.

The WFH BTOS questions are being developed by a team that includes Census Bureau staff and academic researchers some of whom developed the original MOPS WFH question, the SWAA, and the SBU. Thus, the authors include experts both within and outside of the federal statistical system with experience with both demographic and business surveys concerning WFH. We will also draw on the insights of the BLS experts, especially those with WFH business survey experience who developed and fielded the BRS. As is standard protocol for new content, these questions will be subject to rigorous cognitive testing. The paper will describe the challenges in developing the questions and how we drew upon the lessons learned from existing business and household surveys in developing this content.

Subject to approval from the Office of Management and Budget and conditional on successful cognitive testing, WFH questions will be added as a supplement to the BTOS. The WFH questions will likely ask about concepts such as the number of days per week employees usually work from home, the number of fully remote employees, factors that limit WHF, and actions in place to help maintain WFH. It will also likely ask about the outlook for WFH through questions such as the expected share of WFH employees six months into the future. The questions will also likely ask

[3] The UI wage record data that forms the backbone of LEHD reports the existence of a job and its wages at the state-firm (SEIN) level. For multi-establishment firms, Census imputes an establishment for that worker (the actual workplace) using the employment and establishment information from the Quarterly Census of Employment and Wages, which reports employment levels, NAICS information, and geographic location. See Green et al. (2017).
[4] As an example from SWAA, see Barrero et al. (2023). As an example from SBU, see Bloom et al. (2023).

about complementary activities such as business commercial real estate (CRE) investments, the business location footprint and business travel.

The planned paper will provide results from the BTOS WFH collection at national, state, and large MSA level and by NAICS sectors (such as retail trade, manufacturing, and so on). The paper will provide comparisons to results from the relevant ABS questions where possible. With this focus on businesses' perspectives, we may be able to understand differences between the ability to work from home occasionally in a hybrid mode and fully remote work.

Building on these new results, we will look for commonalities with results from our household surveys. We will start by describing some of the challenges with these demographic surveys and our current research into areas of improvement. Among researchers, planners, and other stakeholders, the ACS is by far the most widely used Census Bureau resource for information about WFH so we will focus on the ACS. The ACS provides regular reports on WFH (for example, Burrows and Burd (2024) and Burrows, Burd, and McKenzie (2023)). SIPP also provides reports (see Gumber and Burrows (2023)) and HPS results have been reported in America Counts stories (see Marshall et al. (2021)).

The changing workplace norms associated with the pandemic have renewed and heightened interest in this topic. As a result, the Census Bureau has seen an increase in the number of questions and comments about WFH data. While the information provided by the current version of the question has, for decades, played an important and useful role in our understanding of what has historically been a relatively small segment of the workforce, the increased prevalence and complexity of working from home has prompted greater interest in understanding WFH in greater detail.

The Census Bureau has spent the last couple years workshopping ideas and gaining a better understanding of data user priorities for how to improve the ACS WFH question. For household survey data, the most requested modification was to gather information about how many days per week workers telework, followed by the specific days teleworked. The Census Bureau plans to use this feedback to inform changes in the travel mode question during the next ACS Content Test opportunity. We will describe these efforts in the paper.

Following the sections of business and demographic survey research and results, there will be a section that synthesizes what we have learned from this dual perspective – from business and worker surveys. We will note areas where having this dual perspective informed our measurement choices related to the development of the new content on the BTOS. We will place these results into the larger context of the existing literature. The paper will conclude with ideas for further research into this topic.

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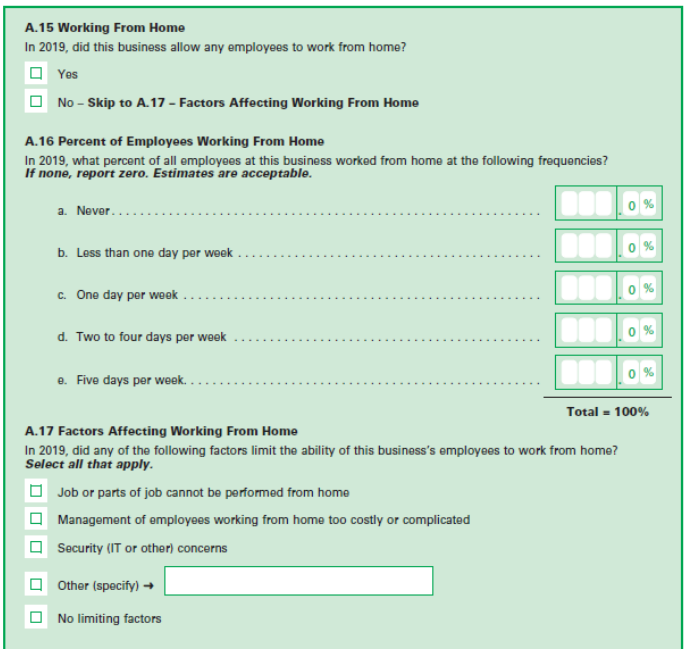
Appendices: WFH Questions on Surveys

Appendix A: Census Bureau Business Surveys (ABS, MOPS, SBPS)
Appendix B: Census Bureau Household Surveys (Decennial, ACS, HPS, SIPP)
Appendix C: BLS Business Survey (BRS)
Appendix D: BLS Household Surveys (CPS, ATUS, NLSY)
Appendix E: Private Surveys (SWAA, SBU, and possibly others)

Appendix A: Census Bureau Business Surveys

Questions about working from home appear on ABS (2020-2023), MOPS (2015), SBPS (2020-2022)

1. **Annual Business Survey (2020-2023).** Example is from ABS 2020 (wording is the same in other years).



A.15 Working From Home

In 2019, did this business allow any employees to work from home?

☐ Yes

☐ No – **Skip to A.17 – Factors Affecting Working From Home**

A.16 Percent of Employees Working From Home

In 2019, what percent of all employees at this business worked from home at the following frequencies?
If none, report zero. Estimates are acceptable.

a. Never	0 %
b. Less than one day per week	0 %
c. One day per week	0 %
d. Two to four days per week	0 %
e. Five days per week	0 %
	Total = 100%

A.17 Factors Affecting Working From Home

In 2019, did any of the following factors limit the ability of this business's employees to work from home?
Select all that apply.

☐ Job or parts of job cannot be performed from home

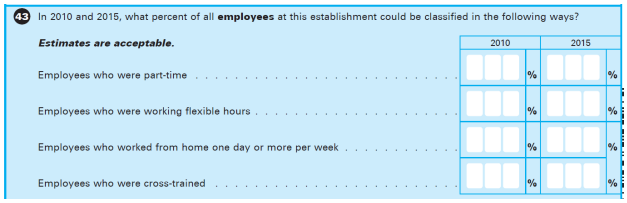
☐ Management of employees working from home too costly or complicated

☐ Security (IT or other) concerns

☐ Other (specify) →

☐ No limiting factors

2. **MOPS 2015**



43 In 2010 and 2015, what percent of all **employees** at this establishment could be classified in the following ways?

Estimates are acceptable.

	2010	2015
Employees who were part-time	%	%
Employees who were working flexible hours	%	%
Employees who worked from home one day or more per week	%	%
Employees who were cross-trained	%	%

3. SBPS 2020-2022

Phase 1-2: no related questions

Phase 3

In the last week, did this business have a change in the total number of hours paid employees worked from home?

- ○ Yes, increased
- ○ Yes, decreased
- ○ No change
- ○ This business does not have paid employees who work from home

Phase 4

Q10. In the last week, was this business's operating capacity affected by any of the following?
Note: Operating capacity is the maximum amount of activity this business could conduct under realistic operating conditions.

Select all that apply:

- Availability of employees to work
- Ability of employees to work from home
- Availability of COVID-19 tests for employees
- Availability of COVID-19 vaccine for employees
- Physical distancing of employees
- Physical distancing of customers or clients and/or limits on the number of concurrent customers or clients
- Availability of Personal Protective Equipment (PPE) and/or related equipment or supplies
- Availability of other supplies or inputs used to provide good or services
- None of the above

Phase 5

Q11. In the last week, was this business's operating capacity affected by any of the following?
Note: Operating capacity is the maximum amount of activity this business could conduct under realistic operating conditions.

- Availability of employees to work
- Ability of employees to work from home
- Availability of COVID-19 tests for employees
- Availability of COVID-19 vaccine for employees
- Physical distancing of employees
- Physical distancing of customers or clients and/or limits on the number of concurrent customers or clients
- Availability of Personal Protective Equipment (PPE) and/or related equipment or supplies
- Availability of other supplies or inputs used to provide good or services
- None of the above

Phase 6

Q13. Comparing now to what was normal before March 13, 2020, how has the number of hours paid employees worked from home changed?

- Large increase in number of hours worked from home
- Moderate increase in number of hours worked from home
- Little or no change in number of hours worked from home
- Moderate decrease in number of hours worked from home
- Large decrease in number of hours worked from home

Phase 7

Q14. Comparing now to what was normal before March 13, 2020, how has the number of hours paid employees worked from home changed?

- Large increase in number of hours worked from home
- Moderate increase in number of hours worked from home
- Little or no change in number of hours worked from home
- Moderate decrease in number of hours worked from home
- Large decrease in number of hours worked from home

Phase 8

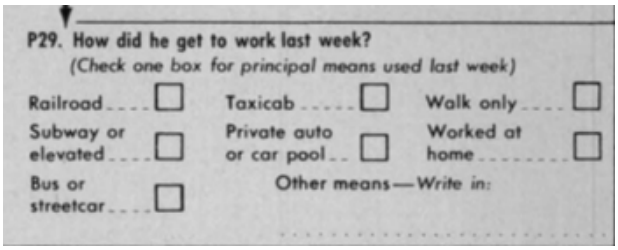
Q15. Comparing now to six months ago, how has the number of hours paid employees worked from home changed?

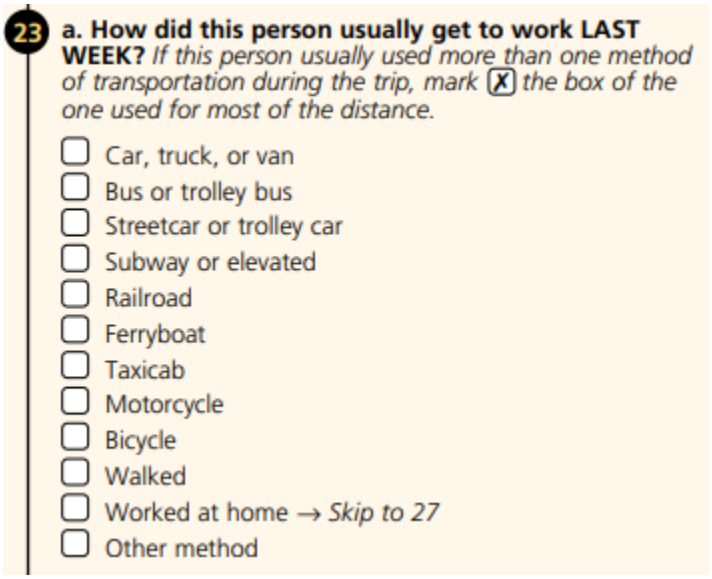
- Large increase in number of hours worked from home
- Moderate increase in number of hours worked from home
- Little or no change in number of hours worked from home
- Moderate decrease in number of hours worked from home
- Large decrease in number of hours worked from home

Appendix B: Census Bureau Household Surveys

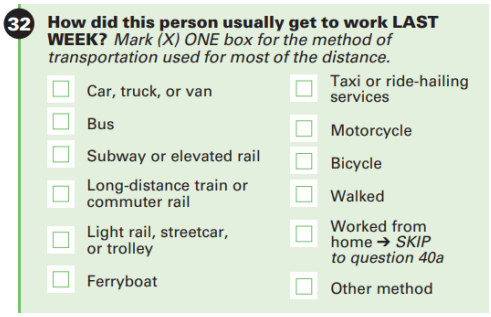
WFH questions appear on the Decennial Census (1960-2000), ACS, HPS, and SIPP.

1. **Decennial Census**: Starting in 1960, decennial long form asked about work from home. Examples are from 1960 and 2000.





2. **American Community Survey:** The commute question is asked of up to 5 people in the household (example ACS 2024).
   Source: [The American Community Survey - Informational Copy (2024) (census.gov)]



3. **Household Pulse Survey**: Example from the January 9, 2024 version of HPS.
   Source: [Phase 4.0 Household Pulse Survey (census.gov)]

SPN5_DAYSTW In the **last 7 days**, have any of the people in your household teleworked or worked from home?

- ○ Yes, for 1-2 days
- ○ Yes, for 3-4 days
- ○ Yes, for 5 or more days
- ○ No

SPN5_DAYSTW_2 In the **last 7 days**, have you teleworked or worked from home?

- ○ Yes, for 1-2 days
- ○ Yes, for 3-4 days
- ○ Yes, for 5 or more days
- ○ No

4. **Survey of Income and Program Participation (SIPP).** Example from 2022 SIPP.
   Source: [2022_SIPP_Instrument_Specifications.pdf (census.gov)]

EJB3_WSHMWRK Were there any days when ... worked only from home?
EJB1_WSHMSUN Worked from home on Sundays
EJB1_WSHMMON Worked from home on Mondays
……..
EJB1_WSHMSAT Worked from home on Saturdays

Appendix C: BLS Business Surveys

Example is from the 2022 Business Response Survey.

Source: [brs-questionnaire-2022.pdf (bls.gov)]

1. Do any employees at this location CURRENTLY telework in any amount?
   - Yes
   - No --> Skip to question 3

2. In a typical week, what percent of employees CURRENTLY telework in the following amounts?

   Answers should total 100%

   [____] All the time (remote employee)
   [____] Some of the time (some work hours or days via telework)
   [____] Rarely or never (rare occasions of telework, or full-time on-site)

3. In the next 6 months, does this location expect the amount of time that employees are permitted to telework to…
   - ☐ increase.
   - ☐ decrease.
   - ☐ stay the same.

4. In February 2020, before the coronavirus pandemic began, did any employees at this location telework in any amount?
   - ☐ Yes
   - ☐ No
   - ☐ Don't know
   - ☐ Location not in business in February 2020

7. How many of these new employees hired in July 2022, will telework all the time (be remote employees)? [____]

8. For positions filled in July 2022, did this location do any of the following to attract more applicants?

   Select all that apply.

   - ☐ Expanded advertising
   - ☐ Started using recruiters/talent agencies
   - ☐ Increased starting pay
   - ☐ Offered hiring bonuses
   - ☐ Offered more hours (e.g., changed position from part-time to full-time)
   - ☐ Reduced qualifications (e.g., education or experience)
   - ☐ Expanded benefits
   - ☐ Expanded telework or remote work
   - ☐ None of the above

18. How many of these open positions are eligible for full time telework (remote work)? [____]

Appendix D: BLS Household Surveys

Remote work/ telework questions appear on three BLS household surveys: CPS, ATUS, and NLSY.

1. **Current Population Survey**
   In addition to the telework questions added in 2022, earlier versions of the CPS also included work from home questions (see Noonan and Glass 2012).

   Source: [Telework (CPS) : U.S. Bureau of Labor Statistics (bls.gov)]

What questions are used to measure telework or work at home for pay?

Beginning in October 2022, these questions appear at the end of the basic monthly labor force questions:

Introduction. I now have some questions related to how the COVID-19 pandemic affected where people work.

Beginning in December 2023, the introduction was changed to:

Introduction. I now have some questions related to where people work.

(Asked about all people who worked last week)

Q1. At any time LAST WEEK, did you telework or work at home for pay?

- Yes
- No (go to Q3)

(Asked about all people who teleworked or worked at home last week)

Q2. Last week, you worked [fill: person's total hours worked last week] hours [fill for multiple jobholders: total, at all jobs]. How many of these hours did you telework or work at home for pay?

- _____ hours

(Asked about all people who worked last week) (Question discontinued after November 2023)

Q3. Did you telework or work at home for pay in February 2020 before the COVID-19 pandemic started?

- Yes (If Q1 = Yes, go to Q4)
- No

(Asked about all people who teleworked or worked at home both last week and in February 2020) (Question discontinued after November 2023)

Q4. LAST WEEK, did you do more, less, or the same amount of telework or work at home for pay as in February 2020 (before the COVID-19 pandemic)?

- More
- Less
- About the same

Last Modified Date: February 27, 2024

2. **American Time Use Survey (ATUS):** Example is from the 2017–18 Leave and Job Flexibilities Module of the ATUS.
   Source: [Public Use Data Dictionary: 2017-2018 ATUS Leave and Job Flexibilities Module (bls.gov)]

ATUS 2017-18 Leave and Job Flexibilities Module Questionnaire June 2018

JF_10
Universe: PAID_Intro = 1

As part of your (main) job, can you work at home?

1. Yes [Go to JF_11]
2. No [Go to NOLV_Intro]
   Don't know, Refusal [Go to NOLV_Intro]

JF_11
Universe: JF_10 = 1

Do you ever work at home?

1. Yes [Go to JF_12]
2. No [Go to NOLV_Intro]
   Don't know, Refusal [Go to NOLV_Intro]

JF_12
Universe: JF_11 = 1

Are you paid for the hours that you work at home, or do you just take work home from the job?

1. Paid
2. Take work home
3. Both
   Don't know, Refusal

[Go to JF_13]

JF_13
Universe: JF_11 = 1

What is the main reason why you work at home?

*Read if necessary: Do you work at home to finish or catch up on work, because your job requires working at home, to coordinate your work schedule with personal or family needs, to reduce your commuting time or expense, because it's your personal preference, or for some other reason?

1. Finish or catch up on work
2. Job requires working at home
3. Coordinate work schedule with personal or family needs
4. Reduce commuting time or expense
5. Personal preference
6. Other – specify [Go to JF_13_SP]

Don't know, Refusal

<1-5, Don't Know, Refusal> [Go to JF_14]

JF_14
Universe: JF_11 = 1

Are there days when you work only at home?

1. Yes [Go to JF_15]
2. No [Go to NOLV_Intro]
   Don't know, Refusal [Go to NOLV_Intro]

JF_15
Universe: JF_14 = 1

How often do you work only at home?

1. 5 or more days a week
2. 3 to 4 days a week
3. 1 to 2 days a week
4. At least once a week
5. Once every 2 weeks
6. Once a month
7. Less than once a month

Don't know, Refusal

[Go to NOLV_Intro]

3. **National Longitudinal Survey of Youth (NLSY)**: See also Aughinbaugh et al. (2023), Dey et al. (2020), Noonan and Glass (2012).
   Source: [Appendix 14: NLSY97 COVID-19 Supplement | National Longitudinal Surveys (nlsinfo.org)]

The NLSY97 COVID-19 Supplement gathered the following data:

- Background information on respondent's household:
  - Number of people currently living in household
  - Number under age 18
  - Number under age 6
  - Spouse or partner currently living in household
- Employment during week prior to interview:
  - If working: Hours worked at all jobs /hours worked at home, frequency of close contact at work
  - If temporarily absent: Reason for temporary absence, whether absence related to COVID-19 pandemic, if had been working--frequency of close contact with others
  - If not working for pay: reason not working for pay, whether reason related to COVID-19 pandemic
- Spouse's/partner's employment during week prior to interview:
  - Hours worked at all jobs
  - Hours worked at home

Appendix E: Private Surveys

1. **Survey of Working Arrangement and Attitudes (SWAA):** Example from February 2024 SWAA.

   Source: [WFH February 2024 (wfhresearch.com)]

4. You have indicated that you worked last week. How many ***full paid working days*** *did you* ***work from home*** last week?

   Q_wfh_days | Multiple choice | Required | Vertical | Single-select

   If this answer is greater than the previous answer, error reads:
   "The number of total days working from home this week cannot exceed the total number of days you said you worked this week (in the previous question)."

   a) **None**, all my paid working days were on business premises [TAG: 0]
   b) **1 full paid day** working from home [TAG: 1]
   c) **2 full paid days** working from home [TAG: 2]
   d) **3 full paid days** working from home [TAG: 3]
   e) **4 full paid days** working from home [TAG: 4]
   f) **5+ full paid days** working from home [TAG: 5]

207. For each day ***last week***, did you ***work a full day (6 or more hours)***, and if so ***where?***

   Matrix | Required | Group by: Row | Single-select | Randomize cols

Day of the week	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***
Monday			
Tuesday			
Wednesday			
Thursday			
Friday			
Saturday			
Sunday			

	Did not work 6 or more hours	Worked ***from home***	Worked at ***employer or client site***

486. As a fully remote employee, does your pay depend on where you live?

   Multiple choice | Required | Vertical | Single-select | Randomize

   a) Yes - by location, for example pay varies by US city
   b) No - fully remote employees are paid the same across the US

464. ***Looking one year ahead,*** how often ***is your employer planning*** for you to work full days at home?

   Multiple choice | Required | Vertical | Single-select

   a) Never
   b) About once or twice per month
   c) 1 day per week [TAG: weekly_wfh]
   d) 2 days per week [TAG: weekly_wfh]
   e) 3 days per week [TAG: weekly_wfh]
   f) 4 days per week [TAG: weekly_wfh]
   g) 5+ days per week [TAG: weekly_wfh]
   h) My employer has not discussed this matter with me or announced a policy about it
   i) I have no employer

144. How does your efficiency working from home compare to your efficiency working on business premises?

   Q_wfh_efficiency1 | Multiple choice | Required | Vertical | Single-select

   a) Better -- I am **more** efficient at home than working on business premises
   b) About the same -- I'm equally efficient in both places
   c) Worse -- I am **less** efficient at home than working on business premises

145. How much ***more efficient*** are you working from home than on business premises?

   Multiple choice | Required | Vertical | Single-select

   a) Under 5% more efficient
   b) 5% to 10% more efficient
   c) 10% to 15% more efficient
   d) 15% to 25% more efficient
   e) 25% to 35% more efficient
   f) Over 35% more efficient

35. Is ***time saved by not commuting*** part of your ***extra efficiency when working from home?***

   Multiple choice | Required | Vertical | Single-select | Randomize

   a) Yes
   b) No

2. **Survey of Business Uncertainty**. Example is from July 2023.
   Source: [Survey of Business Uncertainty - Federal Reserve Bank of Atlanta (atlantafed.org)]

Currently, what share of your firm's full-time employees are in each category?

- *Answers should sum to 100*

Fully in-person/on-site (*Five or more days at your firm's location in a typical week*)	0 %
Hybrid (*1 to 4 days at your firm's location in a typical week*)	0 %
Fully virtual/remote (*No days at your firm's location in a typical week*)	0 %
Total	0 %

Thinking back **five years ago**, what share of your firm's full-time employees were in each category **in 2018**?

- *Answers should sum to 100*

Fully in-person/on-site (*Five or more days at your firm's location in a typical week*)	0 %
Hybrid (*1 to 4 days at your firm's location in a typical week*)	0 %
Fully virtual/remote (*No days at your firm's location in a typical week*)	0 %
Total	0 %

Looking forward to **five years from now**, what share of your firm's full-time employees do you expect to be in each category **in 2028**?

- *Answers should sum to 100*

Fully in-person/on-site (*Five or more days at your firm's location in a typical week*)	0 %
Hybrid (*1 to 4 days at your firm's location in a typical week*)	0 %
Fully virtual/remote (*No days at your firm's location in a typical week*)	0 %
Total	0 %