

# U.S. Workforce Risk & Compliance Resources

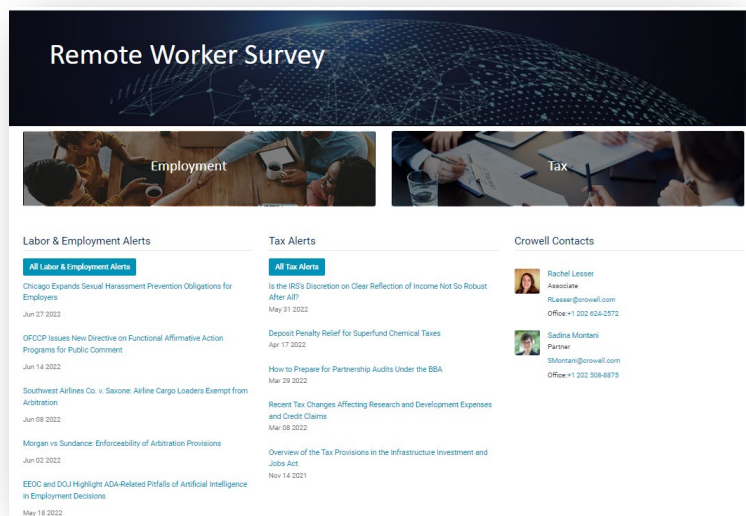
Expanding the traditional workplace into new jurisdictions – including remote work locations— is a hot topic for businesses across industries, rife with unanticipated pitfalls and risks.





As traditional workplaces change and employees request increasing levels of flexibility, including remote work, the unexpected legal implications of hiring out-of-state workers and allowing out-of-state work becomes the new normal as well. Crowell’s comprehensive nationwide report and related interactive **Crowell Compass: 50-State Workforce Compliance** heat map, featuring all 50 states and the District of Columbia, addresses the critical questions relating to hiring and managing employees across jurisdictions. These resources also will help employers ensure state-specific compliance for new and existing workers who are on the move. The heat map tool is based on, and supplements, the 1,000+ page nationwide report on which it is based – and can be used by employers first hiring remote workers or those with established multi-jurisdictional workplaces to address compliance issues when first expanding to a new jurisdiction and to ensure compliance on a move-forward basis as laws change.

## What’s Covered in the Survey

The comprehensive nationwide report provides information, legal citations, and helpful links to answer critical questions in three main areas: employment, tax, and corporate. The employment report answers approximately 80 discrete questions across five topics: benefits, leave, personnel policies, financial, and insurance. The tax report provides answers to four key questions regarding when the presence of a remote worker in a state exposes an employer to tax liability in that state. Finally, the corporate report is a useful guide to registration, incorporation, and data privacy concerns across the 50 states and the District of Columbia.

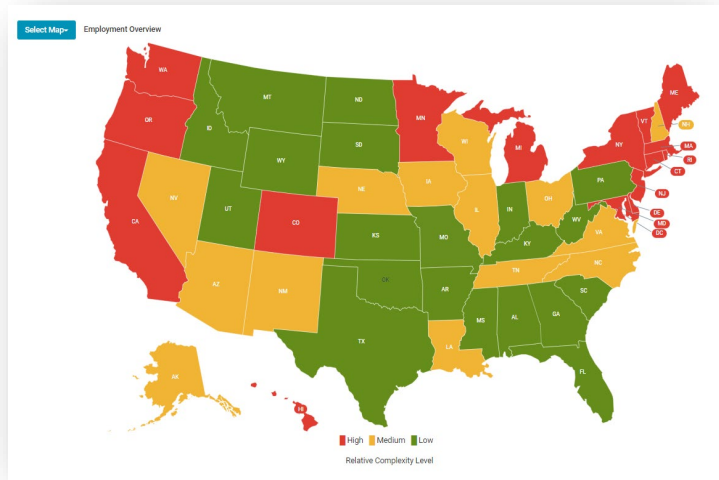


The screenshot shows the cover page of the "Remote Worker Survey" report. The title "Remote Worker Survey" is at the top in white text on a dark background with a globe and network lines. Below the title are two images: "Employment" showing people in a meeting and "Tax" showing hands holding a document. The page is divided into three columns: "Labor & Employment Alerts", "Tax Alerts", and "Crowell Contacts".

Labor & Employment Alerts	Tax Alerts	Crowell Contacts
<b>All Labor &amp; Employment Alerts</b> Chicago Expands Sexual Harassment Prevention Obligations for Employers Jun 27 2022	<b>All Tax Alerts</b> Is the IRS's Discretion on Clear Reflection of Income Not So Robust? Jul 01 2021	 Rachel Lesser Associate RLesser@crowell.com Office +1 202 624-2972
OFCCP Issues New Directive on Functional Affirmative Action Programs for Public Comment Jun 14 2022	Deposit Penalty Relief for Superfund Chemical Taxes Apr 17 2022	 Sarina Morteri Partner SMorteri@crowell.com Office +1 202 308-8875
Southwest Airlines Co. v. Scacone: Airline Cargo Loaders Exempt from Arbitration Jun 08 2022	How to Prepare for Partnership Audits Under the BBA Mar 29 2022	
Morgan vs Sundance: Enforceability of Arbitration Provisions Jun 02 2022	Recent Tax Changes Affecting Research and Development Expenses and Credit Claims Mar 08 2022	
EEOC and DOJ Highlight ADA-Related Pitfalls of Artificial Intelligence in Employment Decisions May 18 2022	Overview of the Tax Provisions in the Infrastructure Investment and Jobs Act Nov 14 2021	

## What's Covered in the Heat Maps

The heat map identifies the twenty most pressing employment law questions and all four tax law questions examined in the comprehensive nationwide report, and provides a quick, interactive, map-based opportunity to compare jurisdictions.

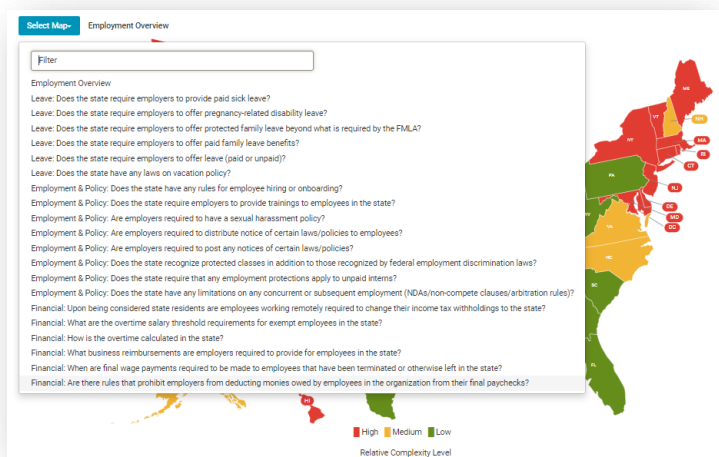


## How This Resource Can Help Employers...

- Quickly identify and understand unexpected risks associated with permitting remote work or otherwise expanding into new jurisdictions.
- Preview issues when considering new jurisdictions for remote or traditional workforces.
- Examine challenging issues in a digestible and approachable format.

## Areas Impacted by a Multi-Jurisdictional Workforce

- Benefits
- Insurance
- Leave
- Tax
- Personnel Policies
- Corporate Registration
- Financial



## Pricing

Please contact [innovation@crowell.com](mailto:innovation@crowell.com) to inquire about pricing options.

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## About Us

Crowell & Moring LLP is an international law firm with offices in the United States, Europe, MENA, and Asia. Drawing on significant government, business, industry and legal experience, the firm helps clients capitalize on opportunities and provides creative solutions to complex litigation and arbitration, regulatory and policy, and corporate and transactional issues. The firm is consistently recognized for its commitment to pro bono service and its programs and initiatives to advance diversity, equity and inclusion.