



Wing CEO and Founder Survey: Remote, What's Next

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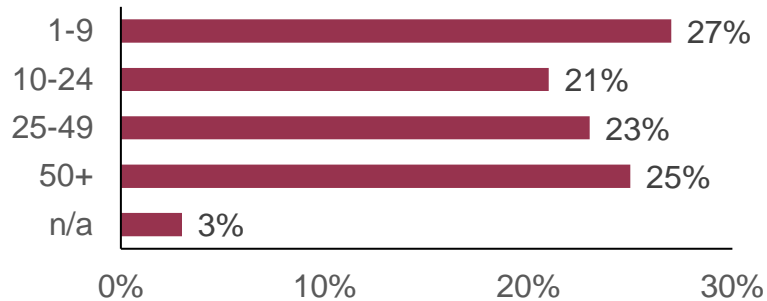
Wing conducted a survey of startup CEOs and founders from 9/27 to 10/10 to understand the next-level issues in remote and hybrid company-building.

We are at a pivotal time. At nine months into the pandemic, there is significant uncertainty on the course of the disease, as well as some visibility into the timing of therapeutics and vaccines.

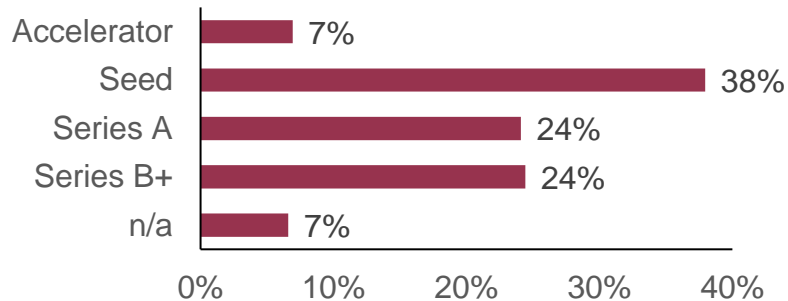
We covered topics of leadership, culture, diversity and inclusion, productivity and employee data, compensation, and the next normal.

The respondents included 303 startup CEOs and founders, with a focus on early- and mid-stage

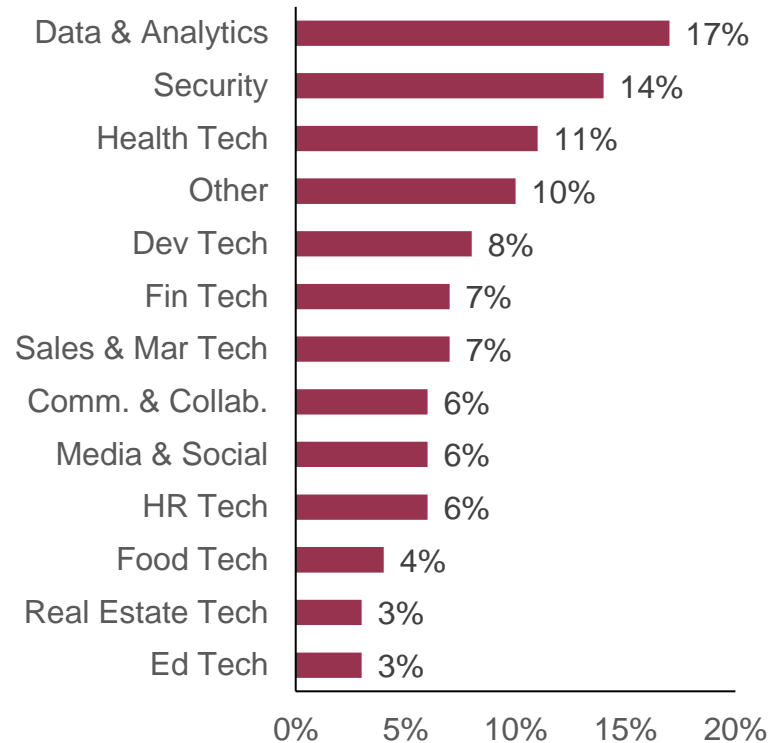
Respondents by Number of Employees



Respondents by Last VC Round

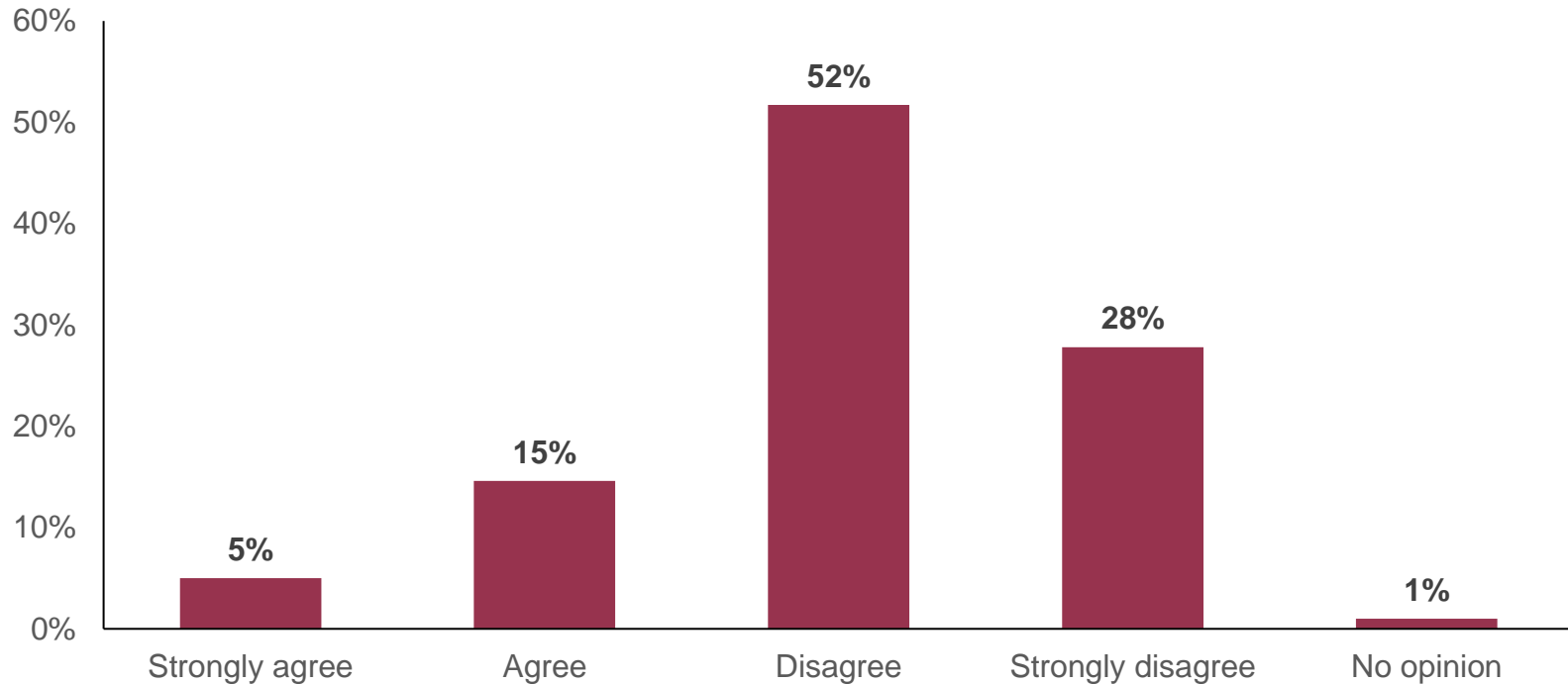


Respondents by Sector



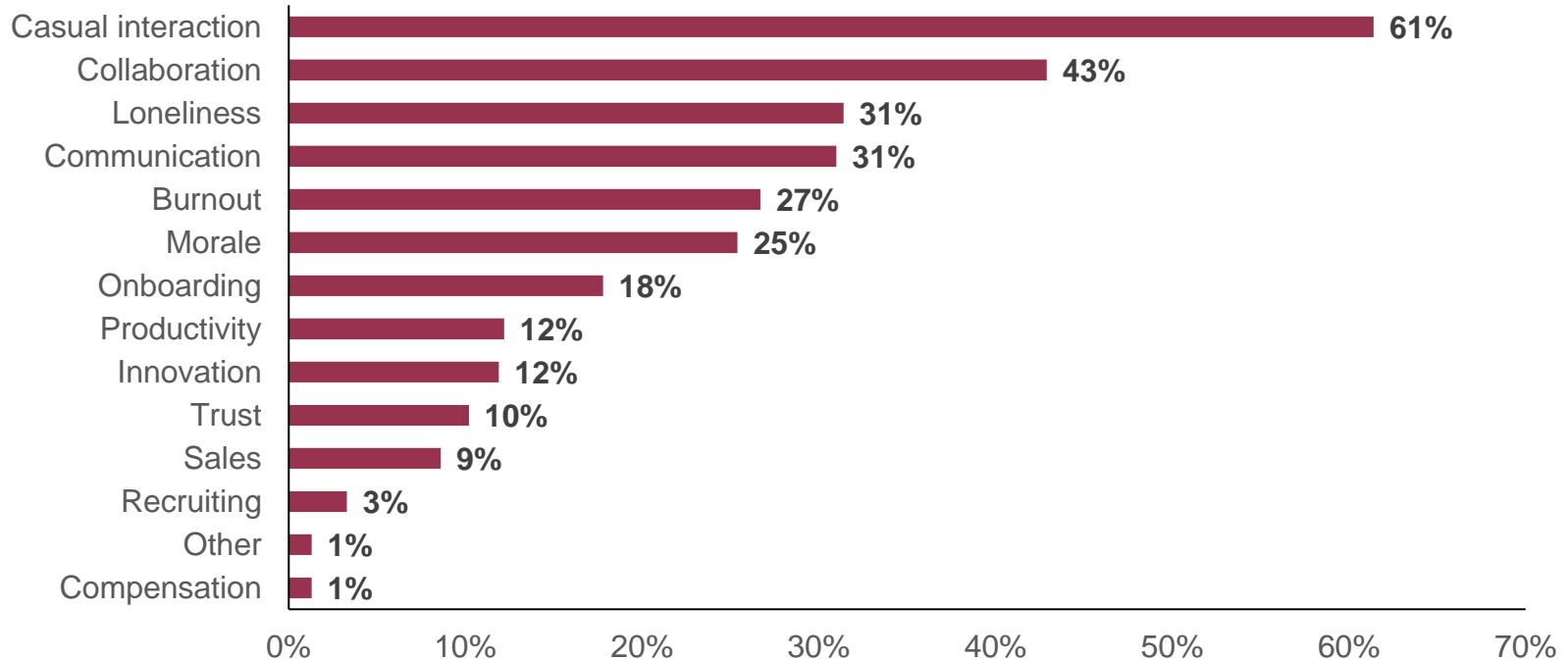
80% of respondents disagree with Reed Hastings' comment that remote work is a "pure negative"

Do you agree or disagree with Reed Hastings' comment that remote work is a "pure negative"?



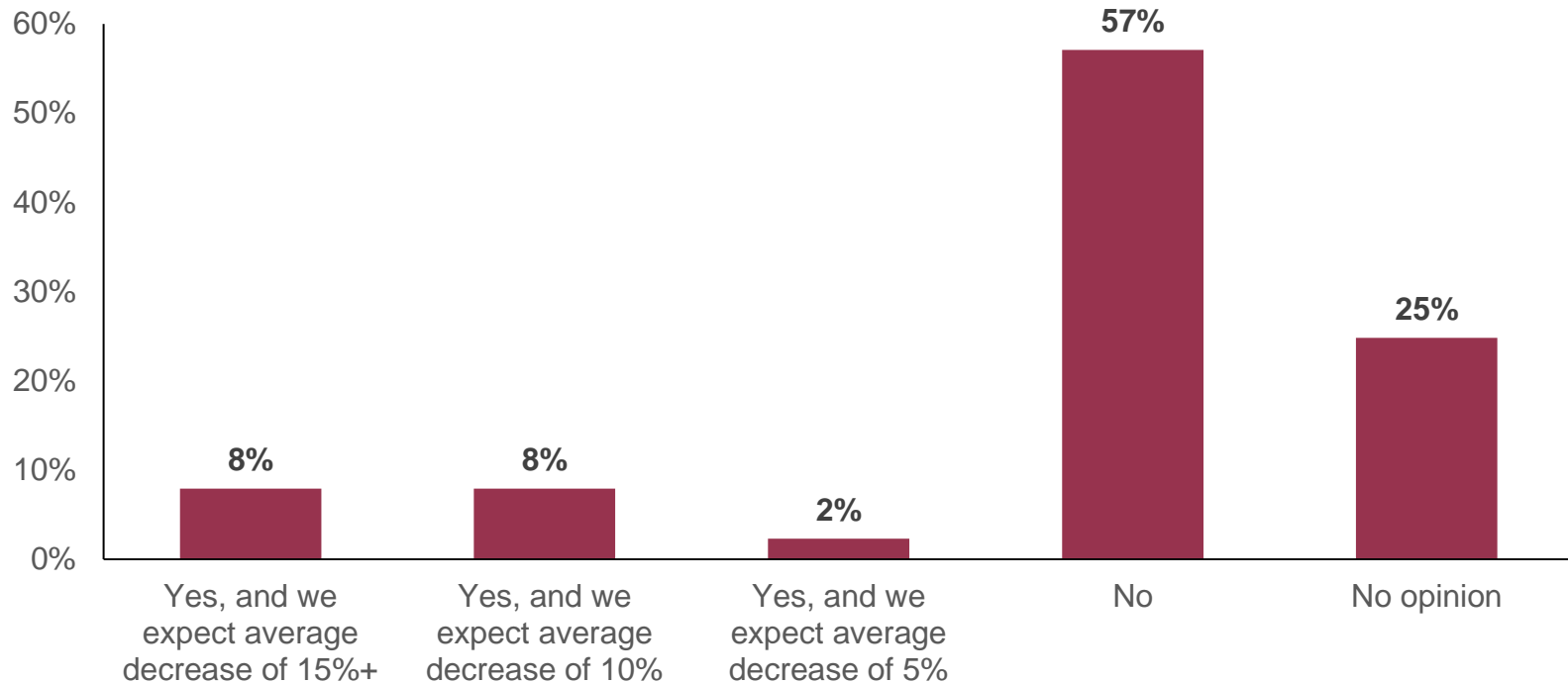
Casual interaction, collaboration and communication, loneliness, burnout, and morale are biggest pains

What are your company's biggest pains in remote work?



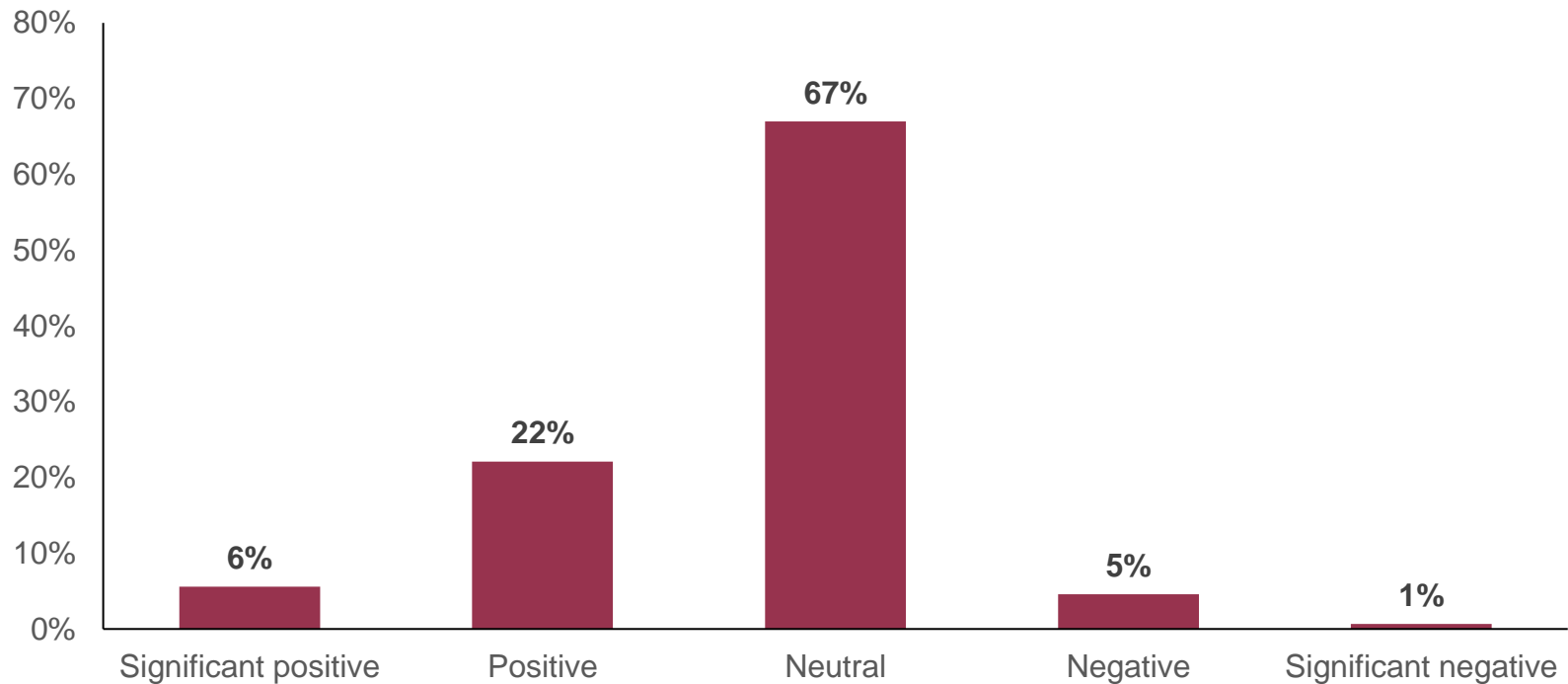
Only 18% of respondents are decreasing compensation for employees who move to lower cost areas for remote work

Will you decrease compensation for employees who move to lower cost areas for remote work?



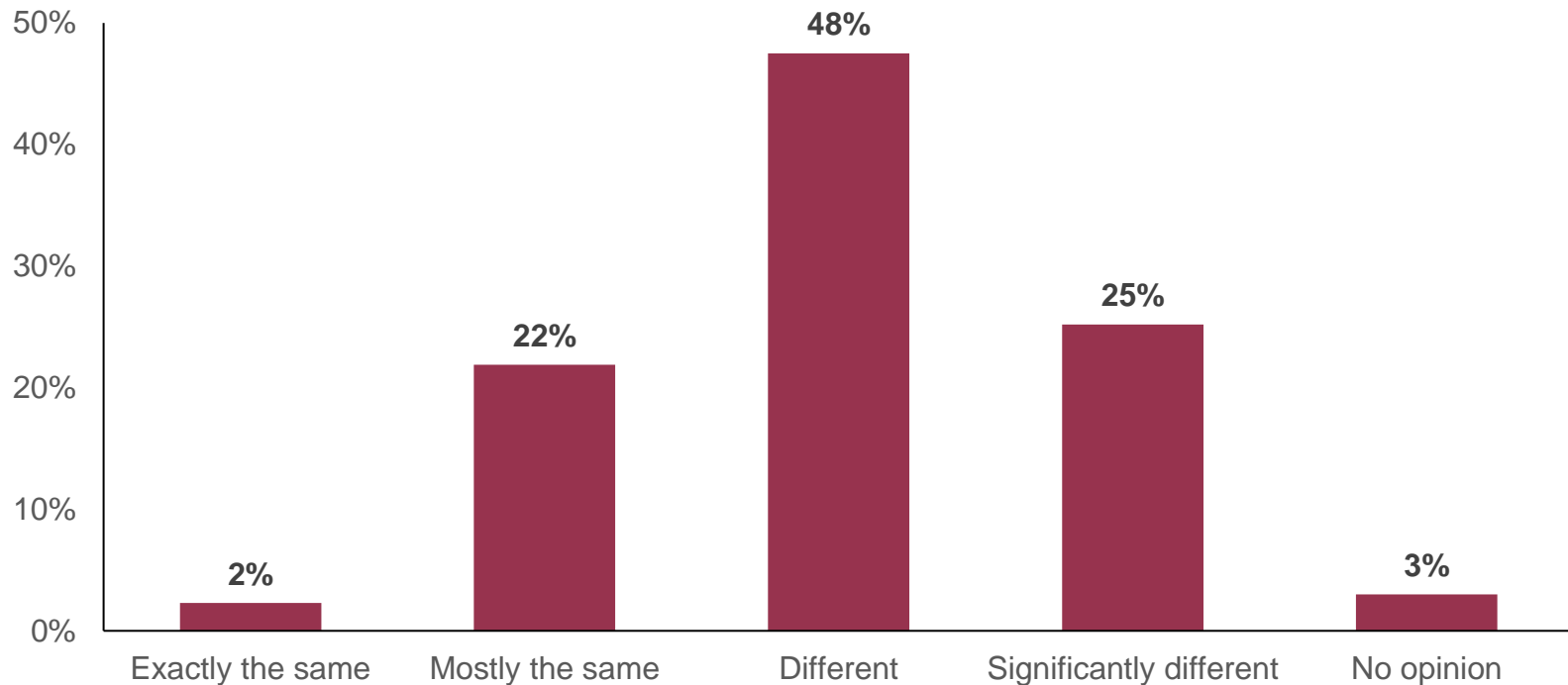
Most respondents indicate a neutral impact of remote work on diversity and inclusion

What has been the impact of remote work on diversity and inclusion at your company?



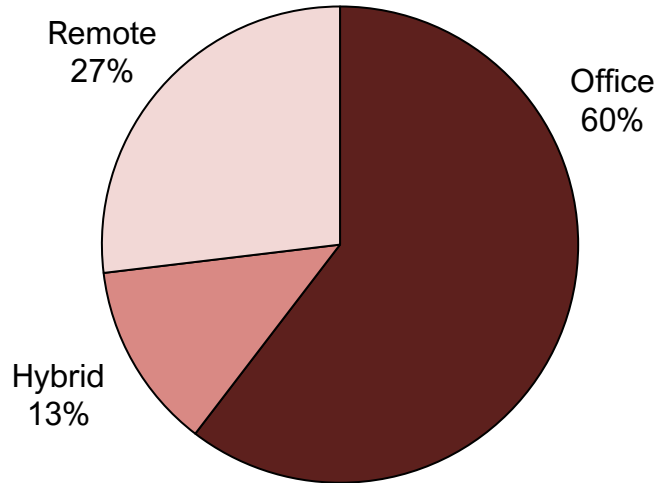
73% of respondents believe that the 'Next Normal' will be different or significantly different than the 'Old Normal'

Will the Next Normal (post-COVID in 2022+) be the same as or different than the Old Normal (pre-COVID in 2019)?

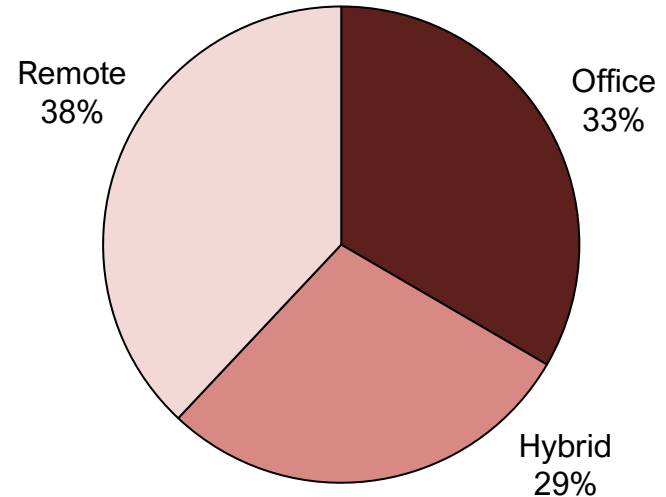


Respondents indicate a material shift from office to hybrid and remote employees in the 'Next Normal'

What percentage of your employees were / will be primarily office vs. hybrid vs. remote?



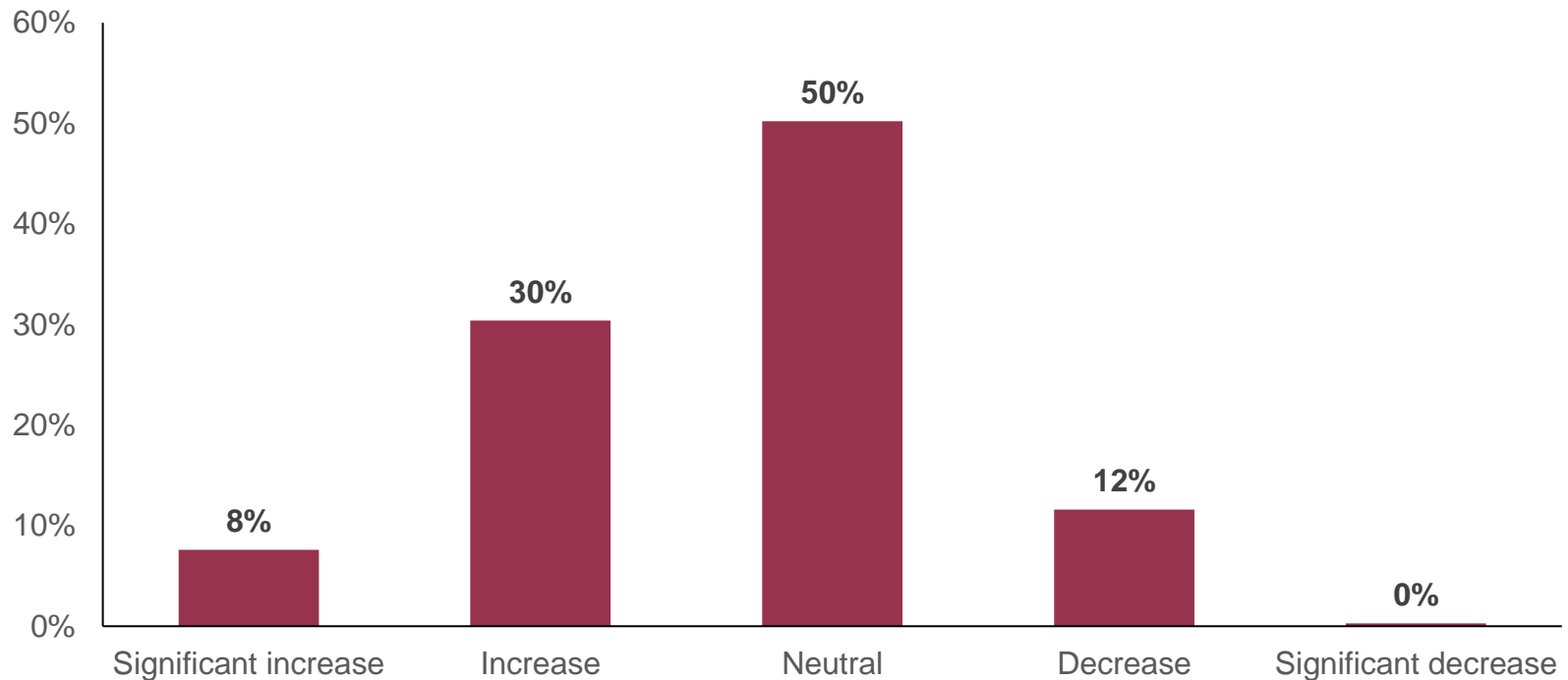
Old Normal
(Pre-COVID in 2019)



Next Normal
(Post-COVID in 2022+)

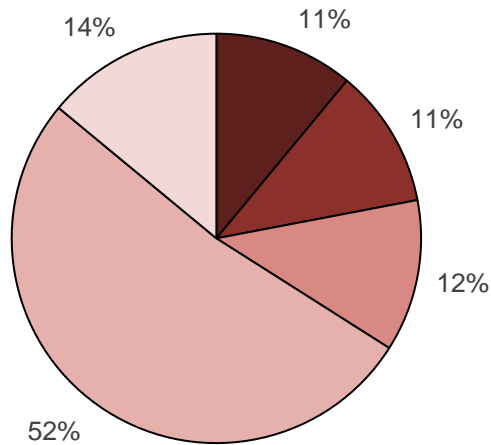
Only 12% of respondents indicate a decrease in employee productivity while fully remote

Has your employee productivity increased or decreased while fully remote?

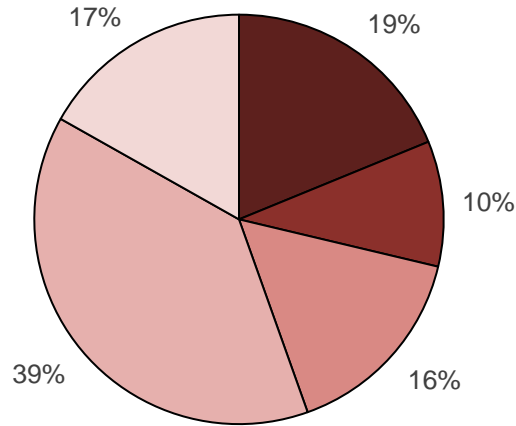


57% of respondents with 50+ employees are collecting employee data, an additional 4% will and 21% might

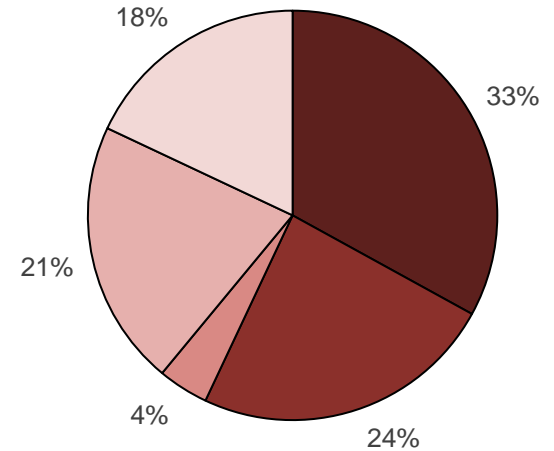
Are you collecting employee data to measure productivity?



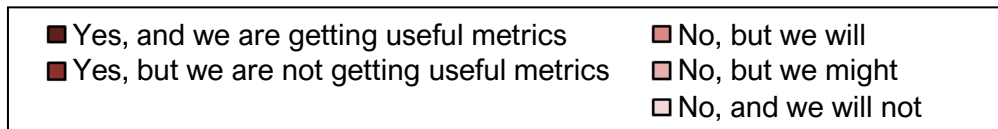
Respondents with 1-9 Employees



Respondents with 10-49 Employees



Respondents with 50+ Employees



Thank You

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