

# Remote Work and Incentive Compliance

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*CREC Incentives Roundtable*

March 16, 2021

**IncentiLock**



# What Companies are Facing

In 2021, 56%  
of workers will  
change jobs\*

[How many workers plan to change jobs  
in 2021? \(fastcompany.com\)](https://www.fastcompany.com/90504822/how-many-workers-plan-to-change-jobs-in-2021)

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An inability to track worker hours by  
location **in real time.**

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Shift from full-time hours to something less  
for many workers.

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No clear payroll and accounting methods  
to report incentive compliance accurately.



# Suggestions

- ❑ Request worker home ZIPCodes in compliance submissions
- ❑ Obtain high level “check” information from:
  - ❑ Revenue departments
    - ❑ How many W-2s are issued by the incentive contract legal entity in the incentive project state?
  - ❑ State unemployment tax collector
    - ❑ How many employees are listed on the quarterly reports and what are the total wages?

**Both indicate the number of state workers and the numbers may vary widely**

- ❑ Ask companies if they allow workers to sign an election for zero state withholding **(allowed by some states & companies are not held responsible)**

# For more information

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