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APPLICATION OF EL PASO	§	BEFORE THE STATE OFFICE
ELECTRIC COMPANY TO CHANGE	§	OF
RATES	§	ADMINISTRATIVE HEARINGS

Cost Allocation and Rate Design Phase

**WORKPAPER TO CROSS-REBUTTAL TESTIMONY
OF
KIT PEVOTO**

ON BEHALF OF

The University of Texas at El Paso

November 22, 2021

[Work remote after COVID? Nearly 50% of US workers would take a pay cut for it, survey says](#)

[Remote Work Won't Be Going Away Once Offices Are Open Again](#)

[Remote work: Developers aren't planning to go back to the office](#)

<https://globalworkplaceanalytics.com/work-at-home-after-covid-19-our-forecast>

[Reply's Hybrid Work Research Confirms that "Hybrid work is not a passing trend", as it Focuses on the Rapid Evolution of Technologies Designed to Support the New Ways of Working](#)

<https://www.mckinsey.com/featured-insights/future-of-work/the-future-of-work-after-covid-19>

<https://www.weforum.org/agenda/2021/07/work-form-home-hybrid-working-covid-pandemic-us-office>

[The future of work is hybrid – here's an expert's recommendations](#)

[Future Of Work Post Covid-19](#)

[What is the Future of Remote Work?](#)

<https://www.linkedin.com/pulse/fifth-annual-state-remote-work-report-sheds-light-whats-kate-lister>