Proposition 2. *Let* $m \in [0,1]$ *denote the fraction of remote work. The employer's profit under hybrid work is* $\Pi_{hb}^{unobs} = \Pi_{ip}^{unobs} - 2 \cdot \left[(1-\rho)\beta^2 + \rho\alpha^2\right] \cdot \frac{c_r[(1+m)^\eta - 1]}{\alpha(\alpha-\beta)} + m \cdot (K+\Delta)$. *Maximizing* Π_{hb}^{unobs} *for the optimal fraction of remote work yields* $m^* = \left(\frac{\alpha(\alpha-\beta)(K+\Delta)}{2\eta c_r \left[(1-\rho)\beta^2 + \rho\alpha^2\right]} \right)^{\frac{1}{\eta-1}} - 1$