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## Question of the Week

August 23, 2023

### Question

Can we limit which states our remote employees work in?

### ANSWER

Yes. In general, you can determine work locations for your remote employees and choose not to hire or employ anyone in specific states. Business and operational costs as well as state or local employment laws may factor into this decision. If you do decide to limit which states your employees can work in, we recommend including this information in your job postings. This should help streamline the recruiting process by reducing the number of applications received from states where you don't intend to hire. You should also make current employees aware of any restrictions on where they can work.

You can learn more about remote workplaces on the [platform](#).

*This Q&A does not constitute legal advice and does not address state or local law.*