

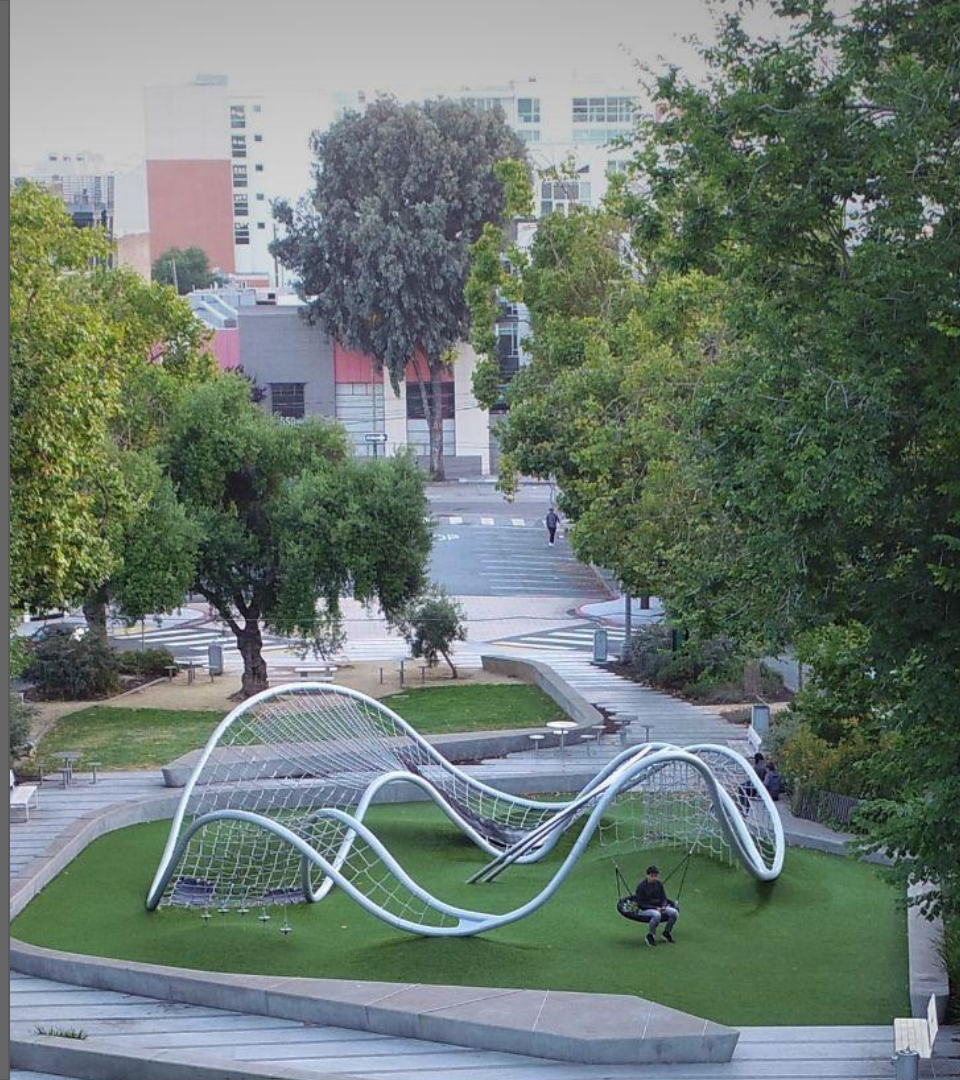


The Circle

BY FOUNDERS CIRCLE CAPITAL

2023
PEOPLE ORG
BENCHMARK

Contributions from 80 CHRO|Circle members as of
August 28, 2023

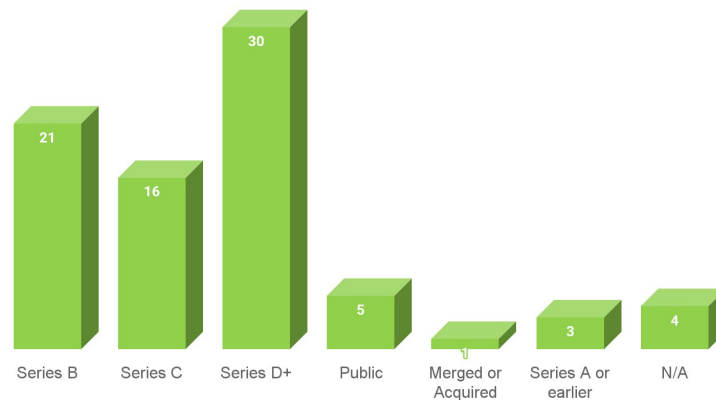
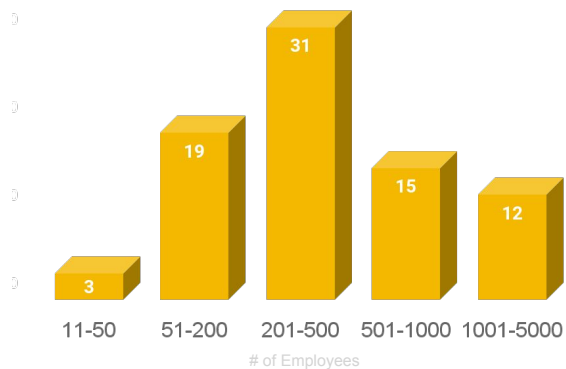
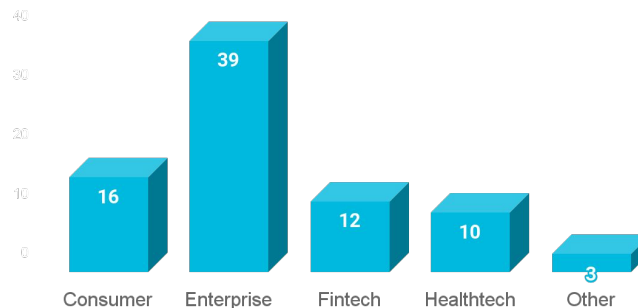


THE CONTRIBUTORS

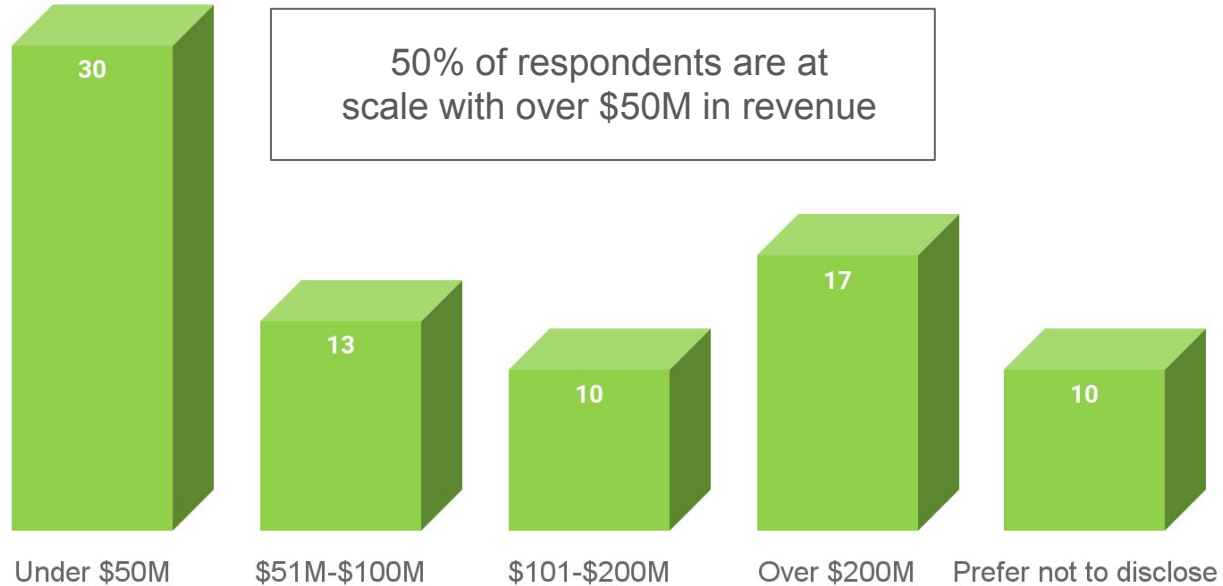


SURVEY PARTICIPANTS INDUSTRY, SIZE, STAGE

80
PARTICIPANTS



SURVEY PARTICIPANTS REVENUE RANGE



GEOGRAPHICAL BREAKDOWNS

GEOGRAPHICAL % OF INTERNATIONAL EMPLOYEES



ON AVERAGE

28%
of **Total FTE**
are based outside of
the U.S.

24%
of **Total HR FTE**
are based outside of
the U.S.

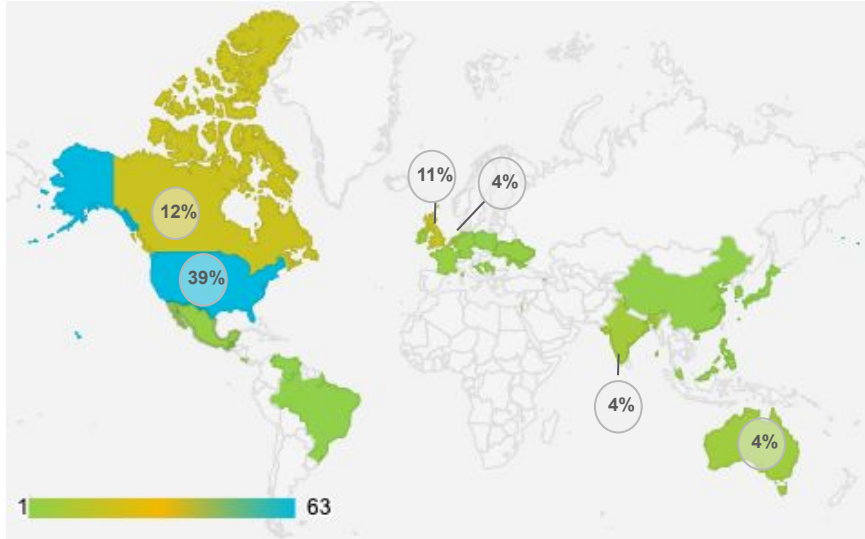
47%
of **Total PTE**
are based outside of
the U.S.

	% FTE INTL	% HR INTL	% PTE INTL
51-200	7%	3%	55%
201-500	15%	11%	53%
501-1000	29%	33%	33%
1001-5000	37%	29%	52%
TOTAL	28%	24%	47%

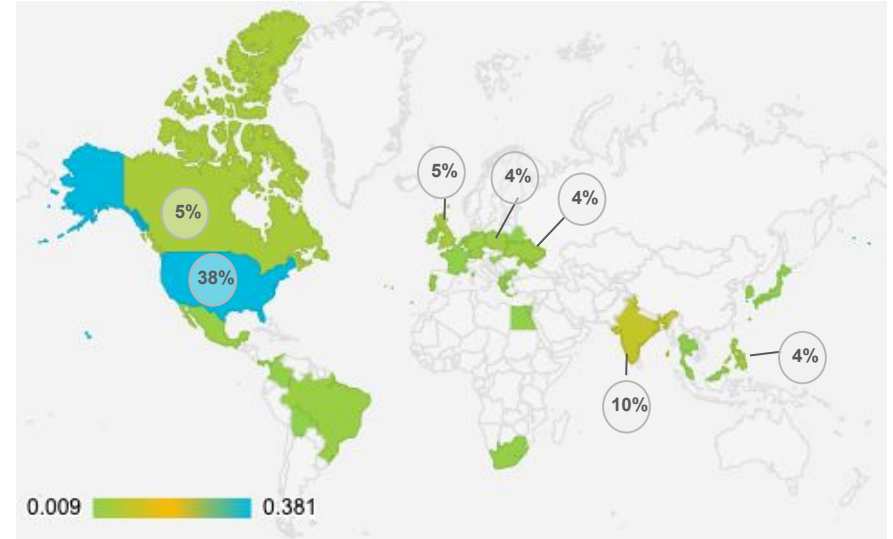
	% FTE INTL	% HR INTL	% PTE INTL
Under \$50M	15%	12%	45%
\$50M-\$100M	29%	25%	43%
\$100M-\$200M	30%	37%	49%
Over \$200M	34%	26%	47%
TOTAL	28%	24%	47%

PREDOMINANT COUNTRIES EMPLOYEES ARE BASED IN

FULL TIME EMPLOYEES



PART TIME EMPLOYEES



Percentages represent number of respondents who selected a given country as one of the top three most predominant locations for their FT or PT employees. Countries not noted represent 3% or less of the total employee distribution.

69%

say they have FTEs based **outside of the US**



while **48%**

say they have **HR Team Members** based outside of the US

66%

say their FTE are based in **11+ different cities** [a majority are in the US]

2-5 cities @ 16%, 6-10 cities @ 8%

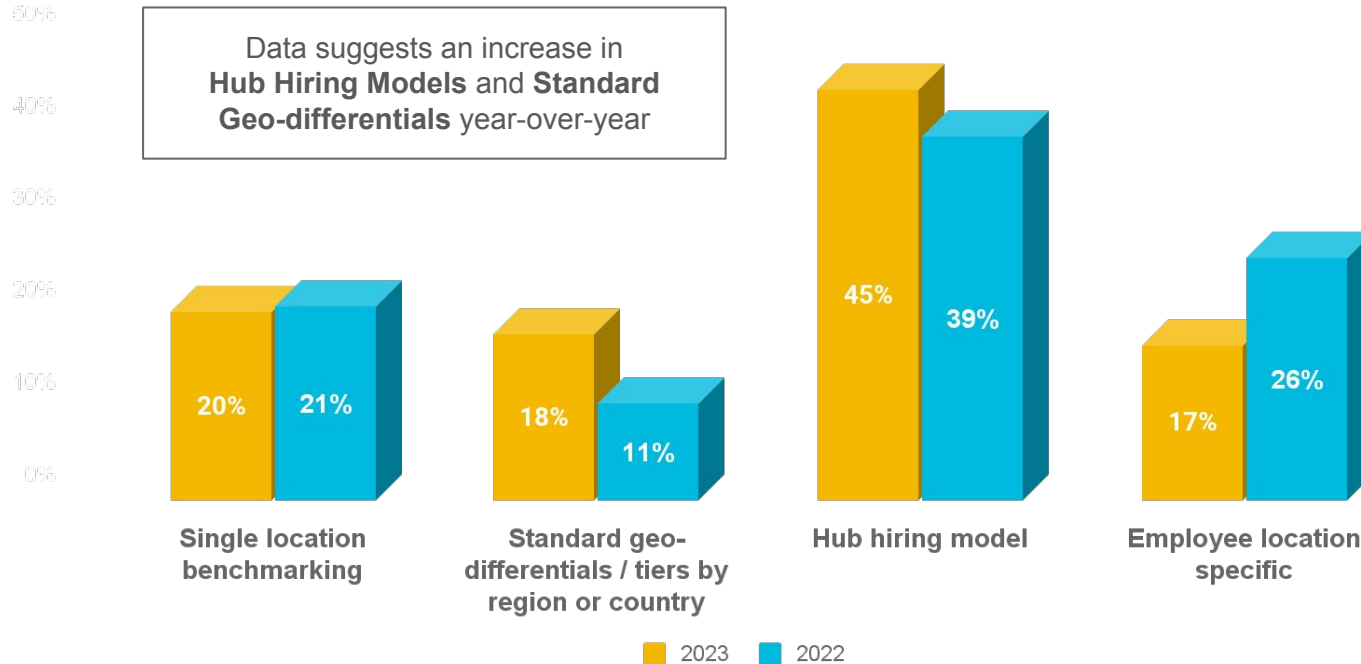
only **9%**

are predominantly based **in one city**

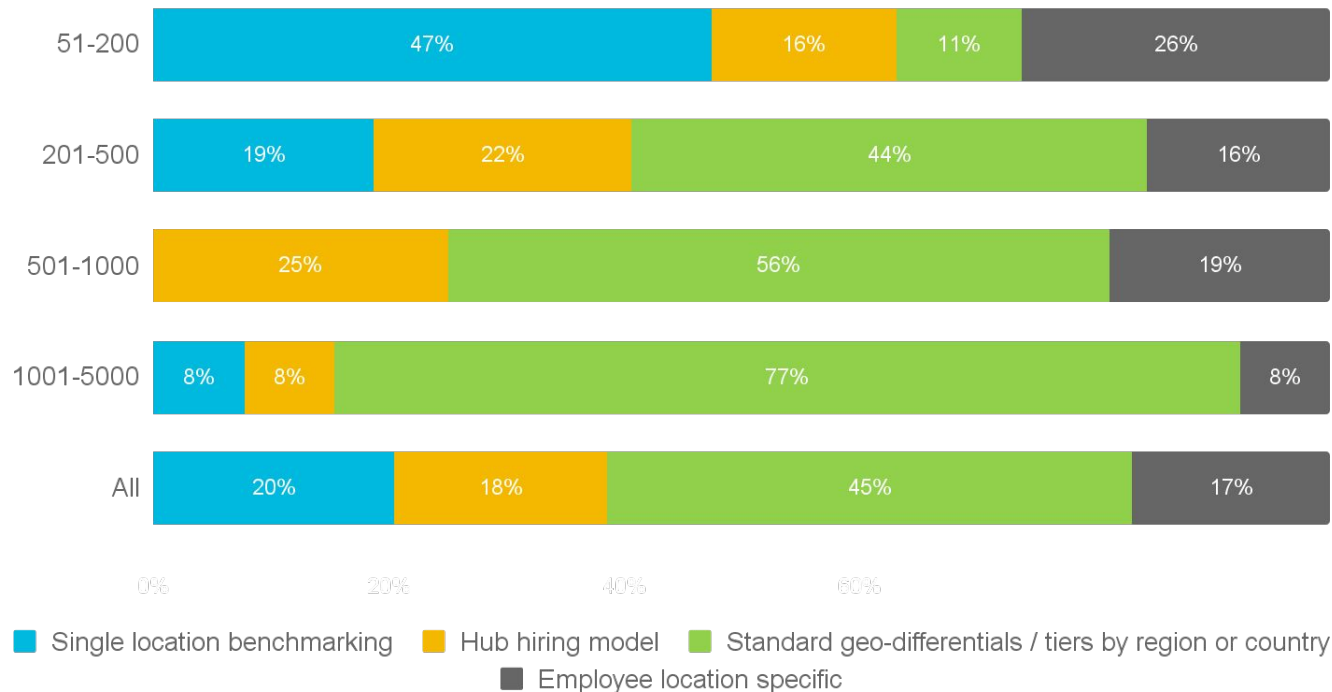
LOCATION BASED COMPENSATION



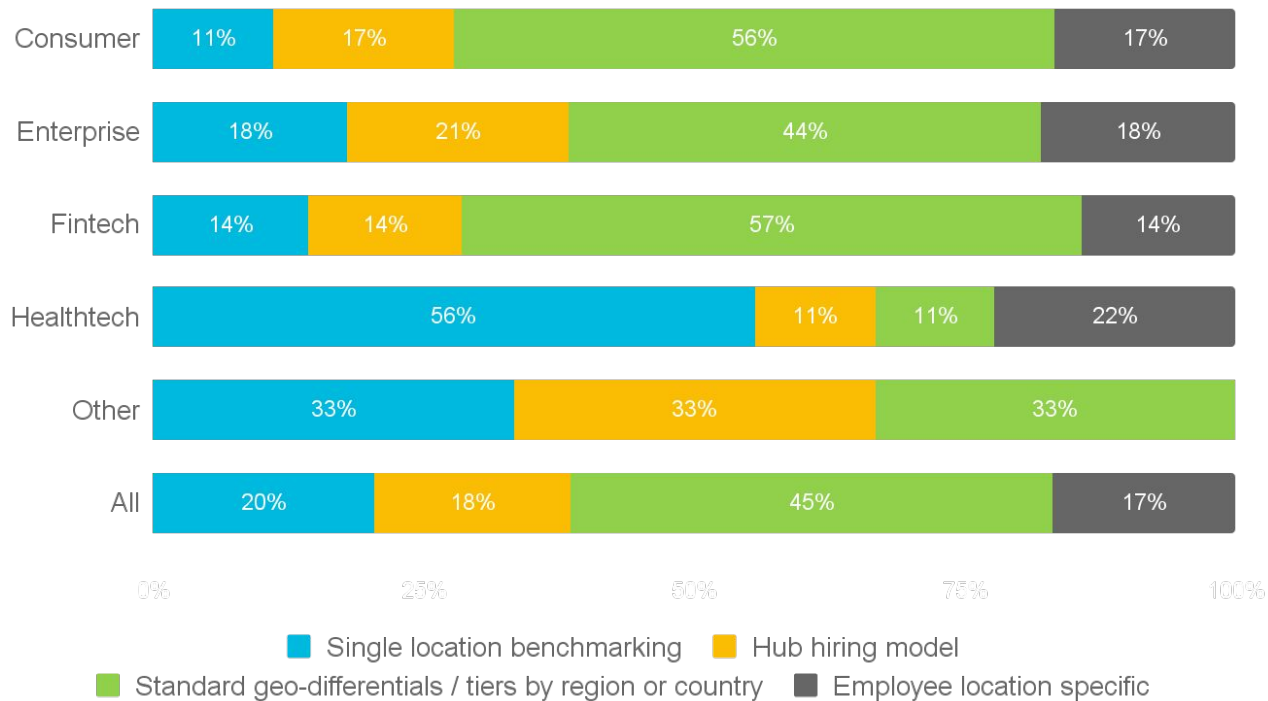
APPROACHES TO LOCATION-BASED COMPENSATION



APPROACHES TO LOCATION BASED COMPENSATION BY COMPANY SIZE



APPROACHES TO LOCATION BASED COMPENSATION BY INDUSTRY



HR ORG BREAKOUTS



Average Detailed Headcount by # of FTEs

	Total HC	Total HR HC	Recruiting/ Talent Acquisition	Total Rewards	Learning + Development	People Operations	Employee Experience	HR Business Partners	All Other HR*
All Co Sizes	479	25	7	3	3	3	2	4	3
11-50	44	3	1	0	0	1	0	0	1
51-200	114	7	1	1	0	1	1	1	1
201-500	272	15	4	1	2	2	1	2	3
501-1000	742	35	11	3	4	4	4	5	4
1001-5000	1,374	97	16	6	4	9	4	54	5

Average Detailed HR Functions Headcount as % of Total HR Dept Headcount

	N Size	HR Org HC to Total HC	Recruiting/ Talent Acquisition	Total Rewards	Learning + Development	People Operations	Employee Experience	HR Business Partners	All Other HR*
All Co Sizes	80	5.2%	26.9%	10.9%	11.7%	13.4%	8.7%	16.7%	11.7%
11-50	3	7.6%	30.0%	0.0%	0.0%	30.0%	0.0%	0.0%	40.0%
51-200	19	5.9%	21.7%	8.2%	6.5%	12.8%	11.7%	18.6%	20.5%
201-500	31	5.5%	26.1%	8.3%	10.4%	13.8%	8.9%	14.7%	18.0%
501-1000	15	4.7%	32.7%	8.0%	11.7%	10.7%	11.0%	15.2%	10.6%
1001-5000	12	7.1%	16.5%	5.8%	3.9%	9.0%	3.6%	55.7%	5.6%

*All Other HR includes People Leader, Administrative (Facilities, Office Admin, Executive Assistants that report into your People (HR) organization), and any other HR departments that don't fall into those listed
For 2022 data, see the Appendix section

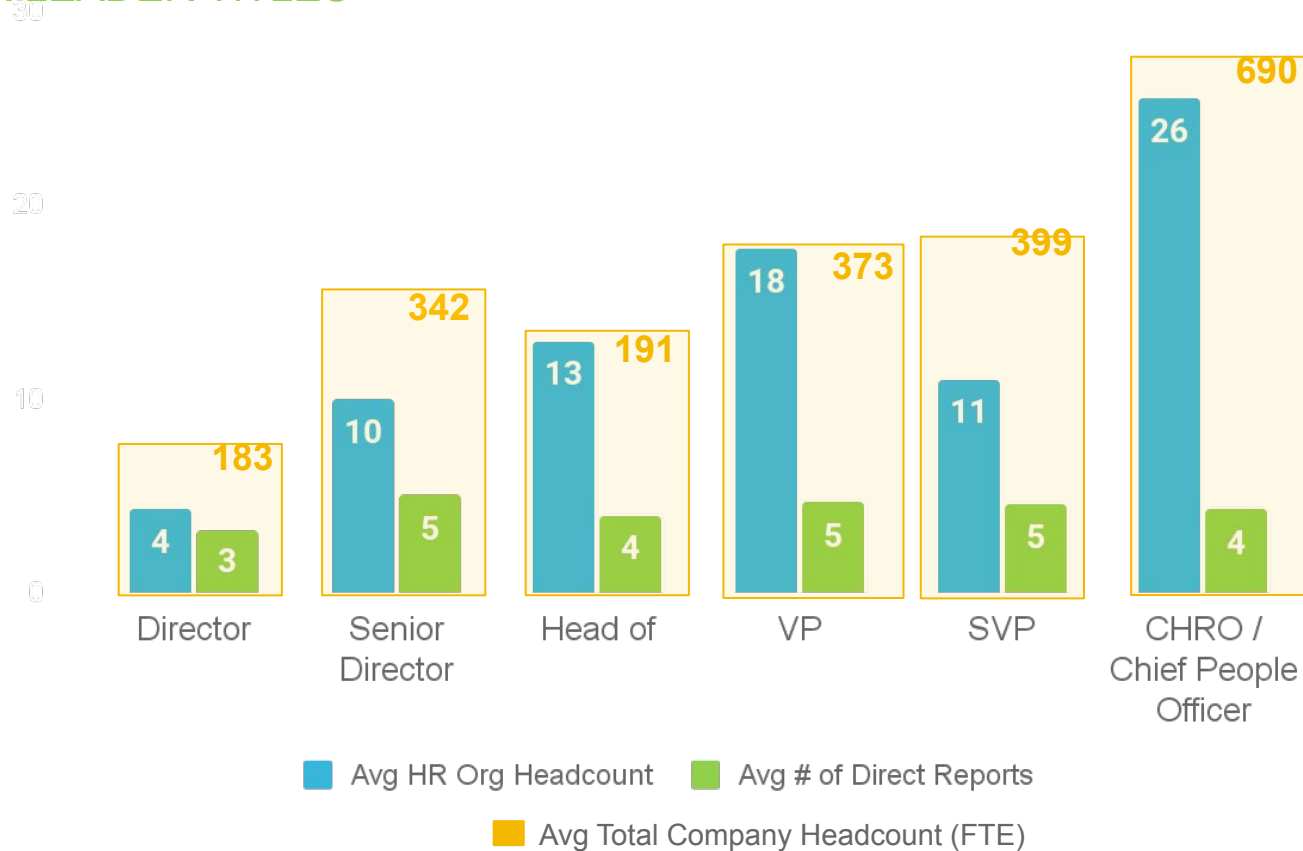
HR ORG | FUNCTIONAL BREAKDOWNS BY ANNUAL REVENUE

Average Detailed Headcount by # of FTEs									
	Total HC	Total HR HC	Recruiting/ Talent Acquisition	Total Rewards	Learning + Development	People Operations	Employee Experience	HR Business Partners	All Other HR*
All Respondents	479	25	7	3	3	3	2	4	3
Under \$50M	157	11	2	1	2	2	1	2	2
\$50M-\$100M	411	18	7	1	1	2	1	3	2
\$100M-\$200M	525	24	5	2	3	3	4	4	3
Over \$200M	923	41	13	4	4	6	3	6	6

Average Detailed Finance Functions Headcount as % of Total Finance Dept Headcount									
	N Size	HR Org HC to Total HC	Recruiting/ Talent Acquisition	Total Rewards	Learning + Development	People Operations	Employee Experience	HR Business Partners	All Other HR*
All Respondents	80	5.2%	26.9%	10.9%	11.7%	13.4%	8.7%	16.7%	11.7%
Under \$50M	30	6.8%	19.7%	6.4%	16.0%	14.4%	10.5%	16.3%	16.7%
\$50M-\$100M	13	4.3%	38.8%	7.6%	7.8%	10.4%	7.7%	15.6%	12.3%
\$100M-\$200M	10	4.5%	22.7%	10.3%	11.2%	11.7%	14.7%	17.0%	12.6%
Over \$200M	17	4.4%	31.0%	8.8%	10.3%	15.5%	6.6%	14.3%	13.7%

*All Other HR includes People Leader, Administrative (Facilities, Office Admin, Executive Assistants that report into your People (HR) organization), and any other HR departments that don't fall into those listed

NUMBER OF DIRECT REPORTS BY HR LEADER TITLES





DEIB
CHIEF OF STAFF
HRBP

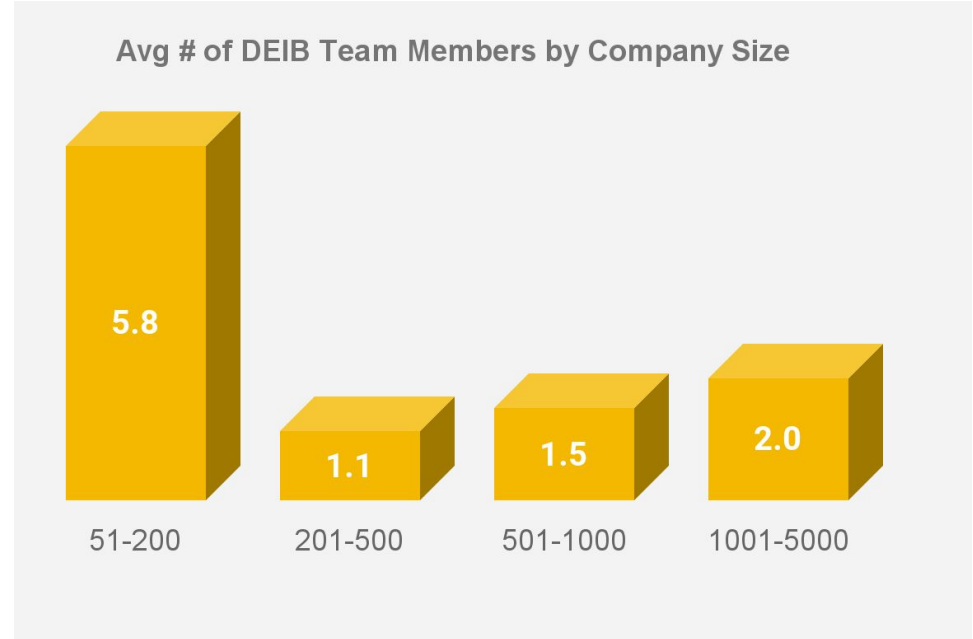
DIVERSITY, EQUITY, INCLUSION, AND BELONGING [DEIB]

 **31%**
-6% to '22

of respondents have a dedicated person or team leading their company's DEIB efforts*

 **2.5**
+0.5 to '22

Avg # of team members focused on DEIB



Respondents answered "yes" if DEIB was 75%+ of the employee(s)' full time role and "no" if DEIB efforts were otherwise shared or led by Employee Resource Groups (ERGs).

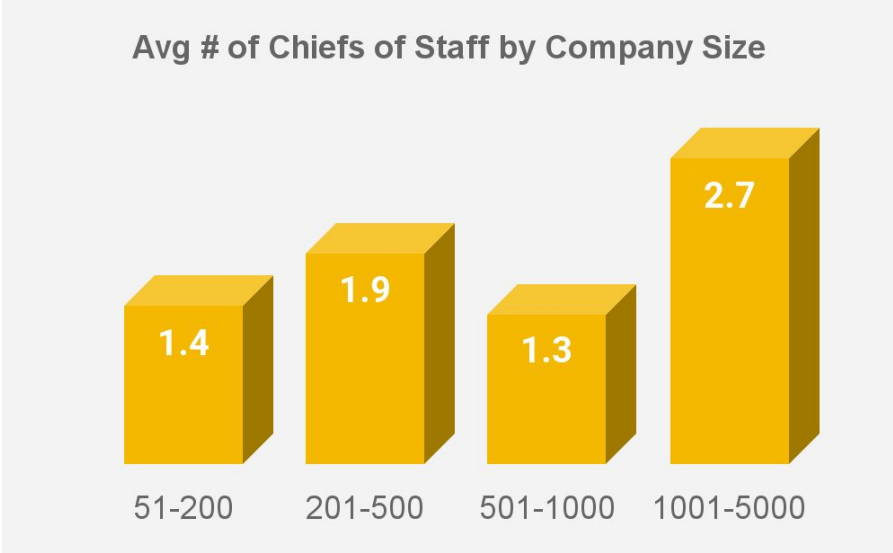
CHIEF OF STAFF

 **53%** -5% to '22

of respondents have at least one Chief of Staff in their company

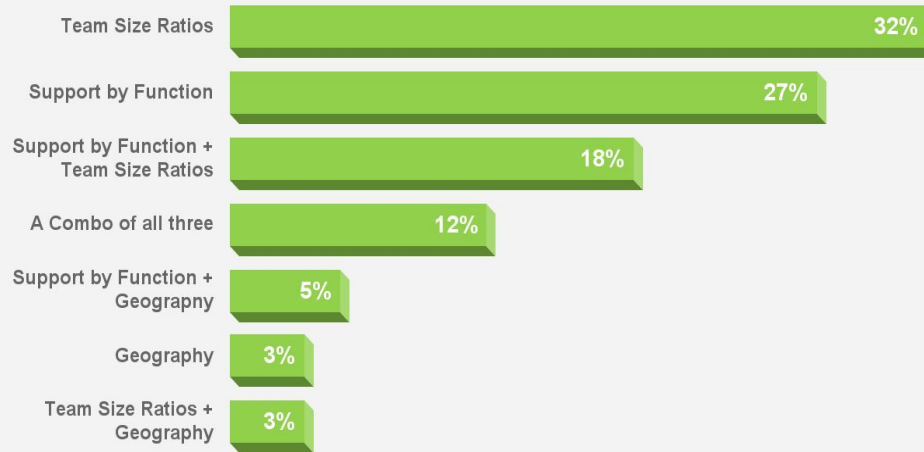
 **1.7** -0.3 to '22

Avg # of Chiefs of Staff roles company-wide



HR BUSINESS PARTNERS (HRBPS) PHILOSOPHIES + TEAM SIZE

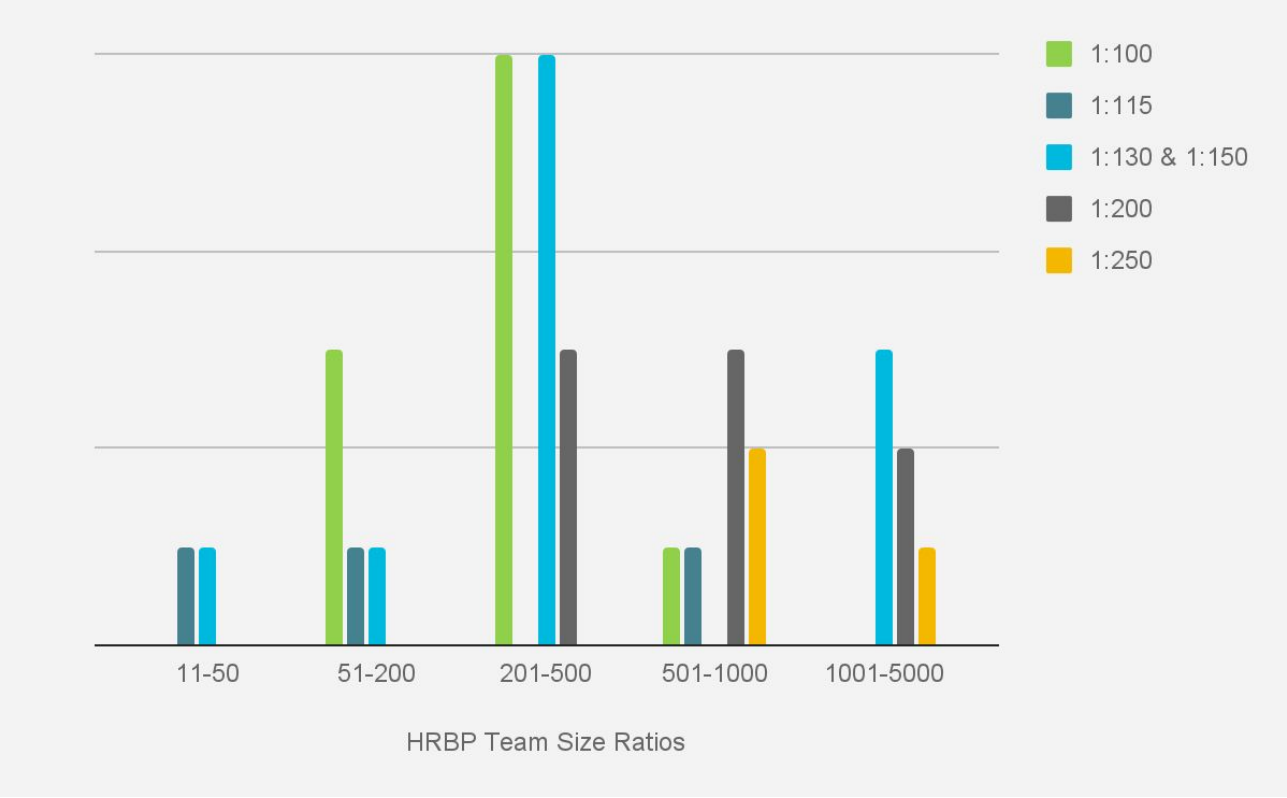
Leading Philosophies for Determining # of HRBPs



Avg. # of HRBP Team Members by Company Size



HR BUSINESS PARTNERS (HRBPS) LEADING TEAM SIZE RATIOS BY COMPANY SIZE

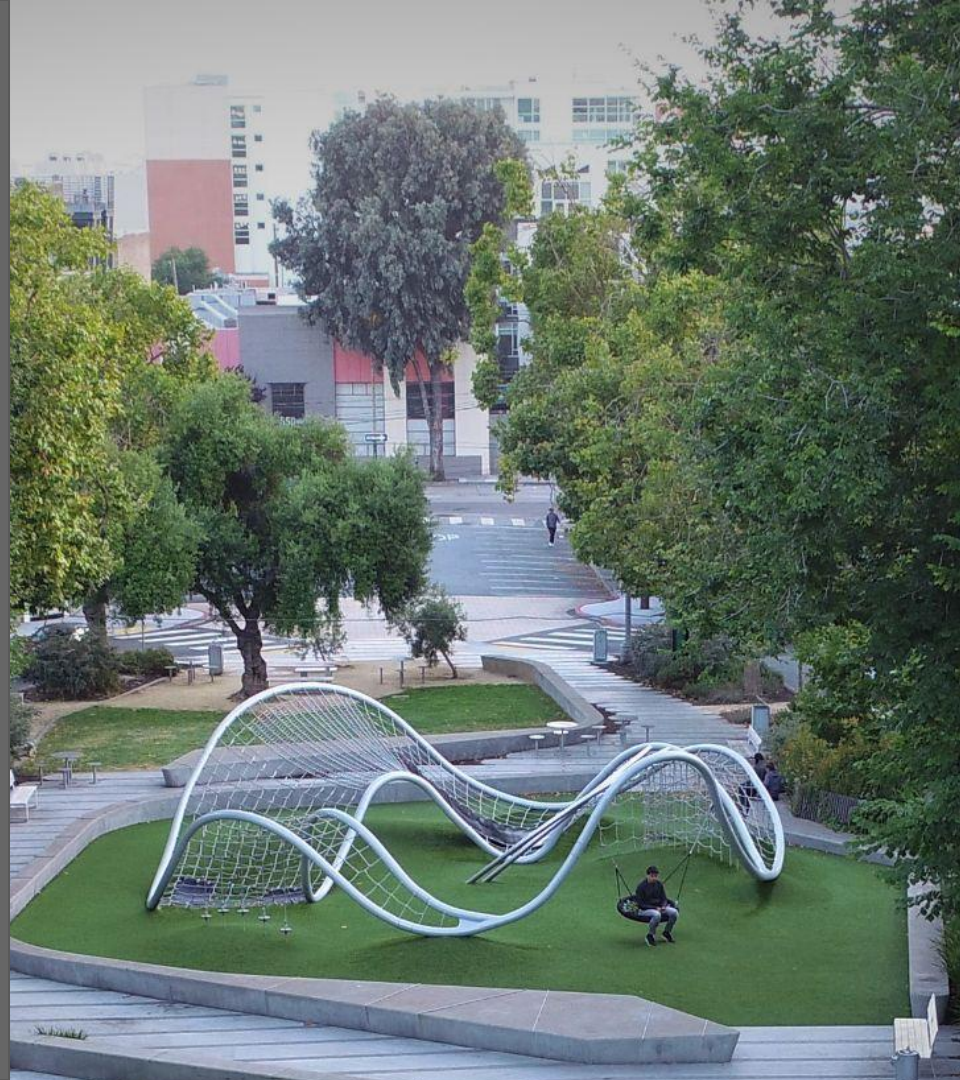




The Circle

BY FOUNDERS CIRCLE CAPITAL

Thank you for contributing
insights to your peers in the
CHRO|Circle Community!



APPENDIX



HR ORG | FUNCTIONAL % TO HR ORG by COMPANY SIZE for 2022

2022 Avg HR Headcount by Dept by # of FTEs

	Total HC	Total HR HC	Recruiting/ Talent Acquisition	Total Rewards	Learning + Development	People Operations	Employee Experience	HR Business Partners	All Other HR*	N Size
All Co Sizes	538	25	14	3	2	4	3	4	2	38
11-50	50	2	0	0	0	1	0	0	1	2
51-200	122	6	4	1	1	1	1	1	1	10
201-500	333	13	7	1	1	2	1	2	2	13
501-1000	762	45	23	3	2	5	5	5	3	7
1001-5000	1,575	69	30	6	5	14	5	8	3	6

Variances 2023 to 2022

	Total HC	Total HR HC	Recruiting/ Talent Acquisition	Total Rewards	Learning + Development	People Operations	Employee Experience	HR Business Partners	All Other HR*
All Co Sizes	-58.3	-0.1	-7.1	0.0	0.6	-0.9	-0.6	0.2	0.7
11-50	-5.8	1.8	0.8	-0.2	-0.2	0.4	-0.2	0.0	0.3
51-200	-8.5	1.0	-2.8	-0.3	-0.4	-0.5	-0.3	-0.1	0.2
201-500	-60.7	2.0	-2.9	0.4	1.0	0.5	0.3	0.0	0.8
501-1000	-19.6	-9.9	-11.8	-0.5	1.9	-1.1	-1.2	0.2	0.3
1001-5000	-201.0	27.7	-13.8	-0.3	-1.5	-5.1	-1.9	45.7	2.4

*All Other HR, includes People Leader, Administrative, and any other departments that don't fall into the ones provided

DEFINITIONS OF DEPARTMENTS

Recruiting + Talent Acquisition Includes: Staffing, Sourcing	Total Rewards Includes: Compensation, Payroll, Benefits	Learning + Development Includes: Training, Talent Management	People Operations Includes: Processes, Policies, Data / Analytics / Reporting, Systems
Employee Experience Includes: Engagement, Retention, Culture, DEIB	HR Business Partners (HRBPs)	Administrative Includes: Facilities, Office Admin, Executive Assistants, Chief of Staff	All Other HR Includes: Anything that may not fit in the categories above