



The Circle
BY FOUNDERS CIRCLE CAPITAL

2024

PEOPLE ORG
BENCHMARK

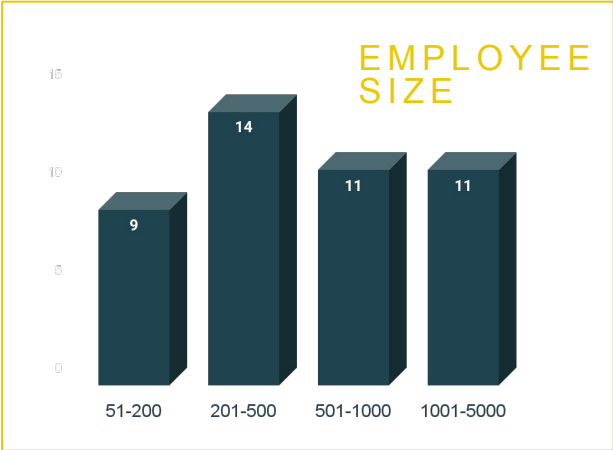
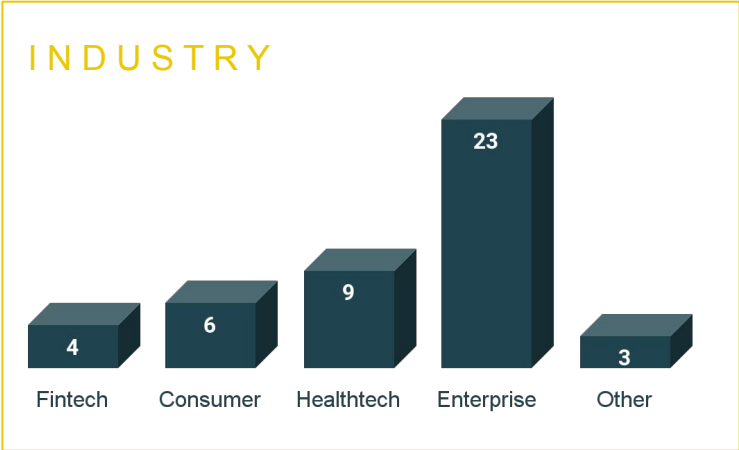
Contributions from 45 CHRO|Circle members as of Oct 2024.

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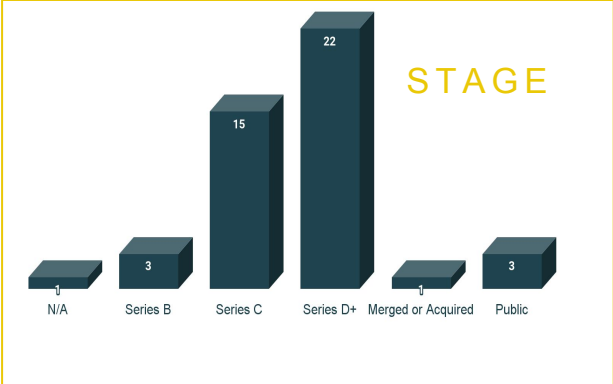
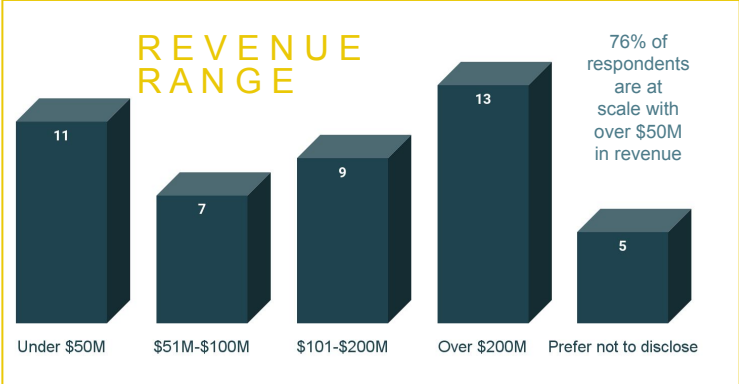
THE CONTRIBUTORS

45
PARTICIPANTS



This overview summarizes data from a Q3 2024 survey of people executives at 45 growth stage companies.

Where relevant, we compare results to 2023 survey conducted by members of The Circle.





GEOGRAPHICAL BREAKDOWNS

GEOGRAPHICAL % OF INTERNATIONAL EMPLOYEES



ON AVERAGE

36% LY 28%

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

26% LY 24%

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

36% LY 47%

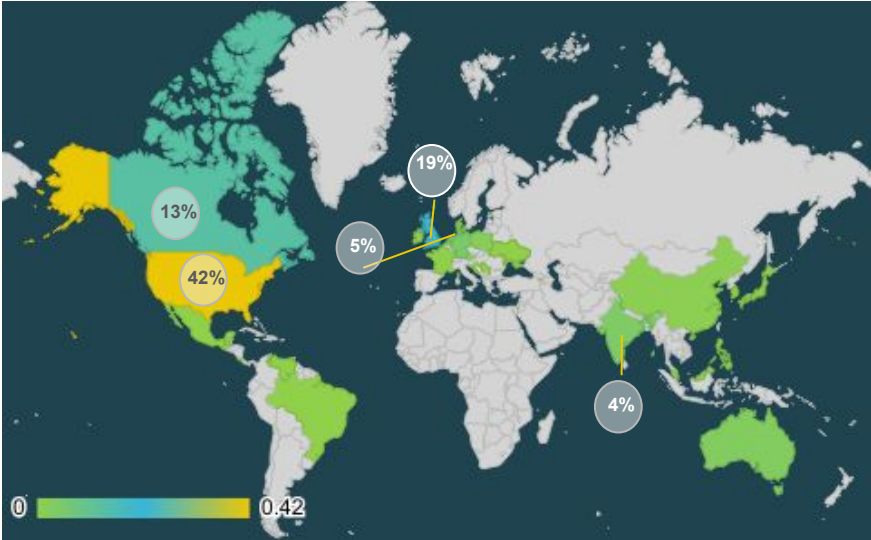
of **Total PTE**
are based outside of
the U.S.

	% FTE INTL	% HR INTL	% PTE INTL
51-200	19%	0%	34%
201-500	14%	10%	42%
501-1000	39%	25%	17%
1001-5000	41%	34%	46%
TOTAL	36%	26%	36%

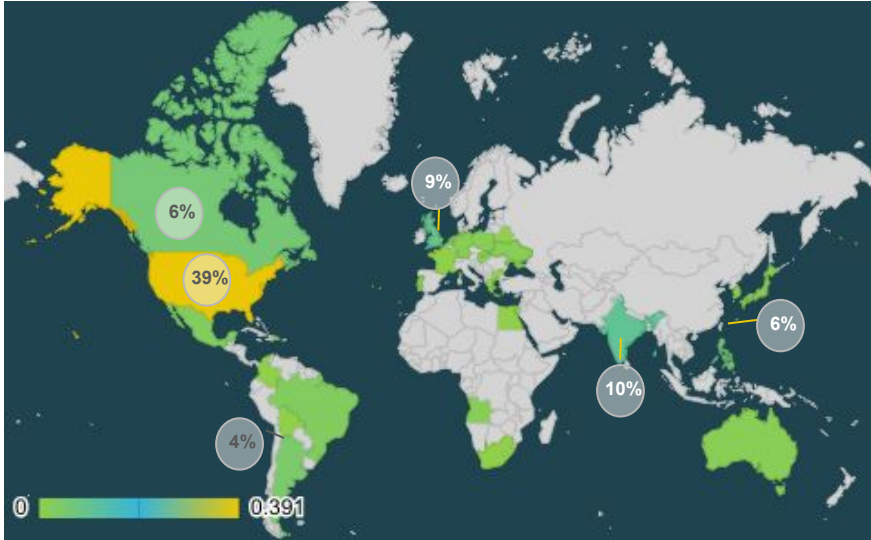
	% FTE INTL	% HR INTL	% PTE INTL
Under \$50M	11%	0%	31%
\$50M-\$100M	36%	18%	29%
\$100M-\$200M	23%	30%	17%
Over \$200M	48%	37%	60%
TOTAL	36%	26%	36%

PREDOMINANT COUNTRIES EMPLOYEES ARE BASED

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.

GEOGRAPHICAL % OF EMPLOYEE DISTRIBUTION

73%

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



while **51%**

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

62%

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

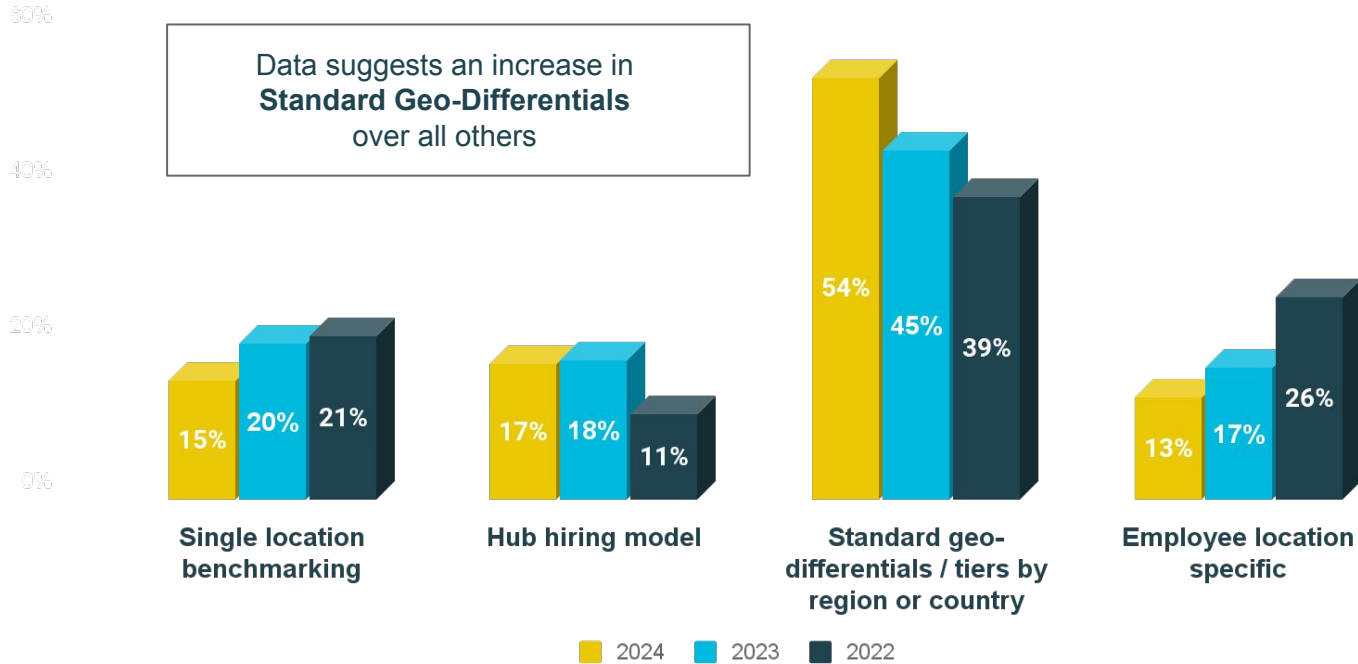
2-5 cities @ 22%, 6-10 cities @ 7%

only **9%** flat to ly
are predominantly based
in one city

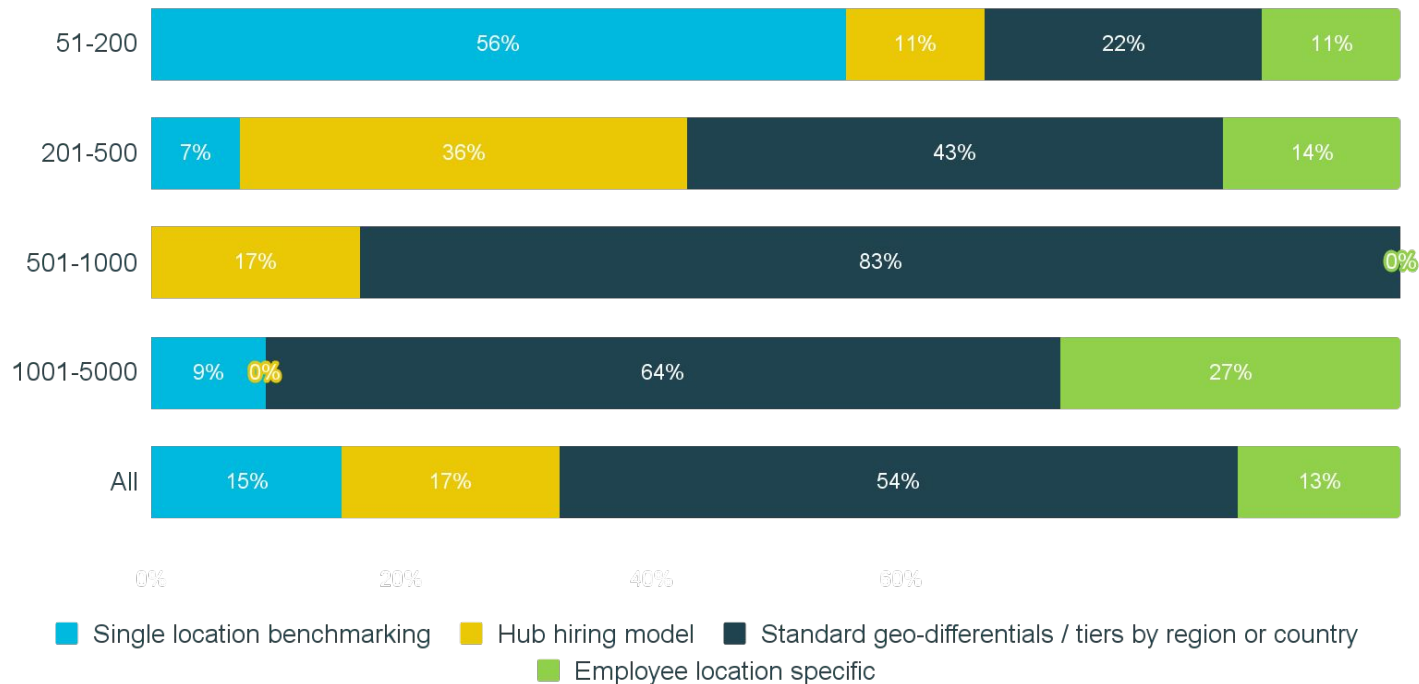


LOCATION BASED COMPENSATION

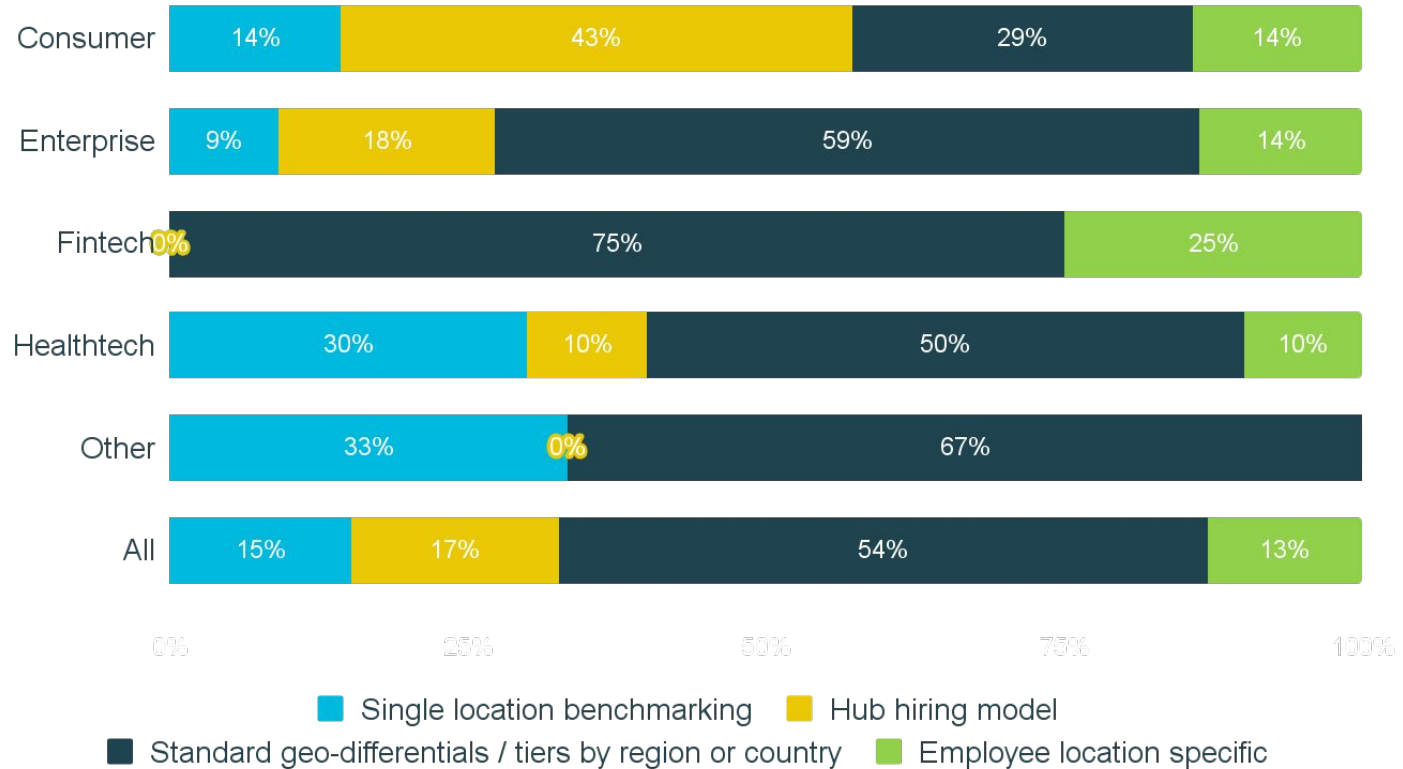
APPROACHES TO LOCATION BASED COMPENSATION



APPROACHES TO LOCATION BASED COMPENSATION BY COMPANY SIZE



APPROACHES TO LOCATION BASED COMPENSATION BY COMPANY SIZE





HR ORG BREAKOUTS

HR ORG | FUNCTIONAL BREAKDOWNS BY COMPANY SIZE

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	653	29	8	4	2	4	3	4	4
51-200	119	8	2			1	1	2	2
201-500	328	18	5	1	3	2	2	2	2
501-1000	637	29	9	2	2	4	2	4	4
1001-5000	1,517	49	15	6	3	8	4	54	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

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	45	0	28.7%	12.3%	8.6%	14.6%	9.9%	13.3%	12.6%
51-200	9	0	29.9%	0.0%	0.0%	14.8%	12.3%	19.7%	23.3%
201-500	14	0	26.6%	6.5%	16.8%	12.6%	12.1%	11.8%	13.6%
501-1000	11	0	32.4%	8.3%	7.8%	14.4%	8.1%	14.4%	14.6%
1001-5000	11	0	31.3%	13.3%	5.2%	15.8%	8.8%	111.2%	12.2%

For 2023 data, see the Appendix section

HR ORG | FUNCTIONAL BREAKDOWNS BY REVENUE RANGE

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	653	29	8	4	2	4	3	4	4
Under \$50M	183	7	3	2	5	1	1	2	2
\$50M-\$100M	374	13	5	1	1	2	2	3	2
\$100M-\$200M	677	25	8	3	2	4	2	4	5
Over \$200M	1,021	40	12	4	3	8	4	6	5

*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

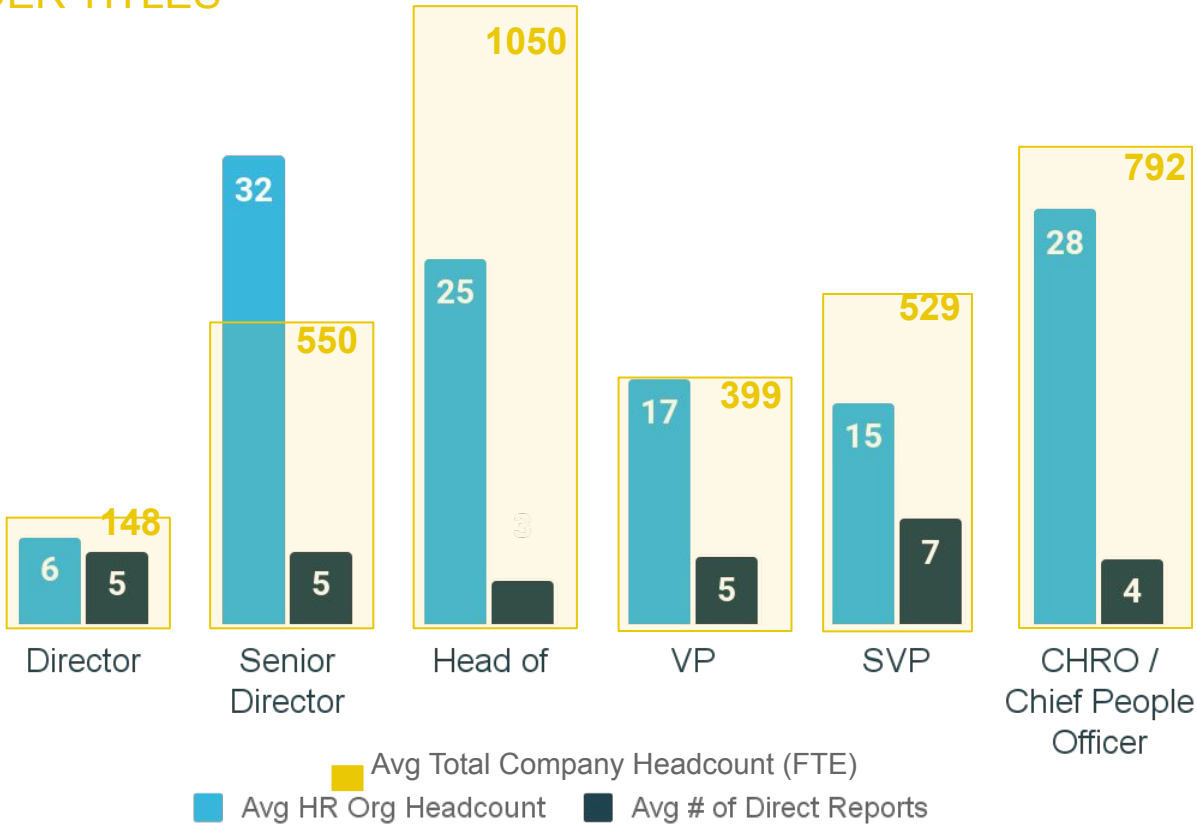
Average Detailed Finance Functions Headcount as % of Total Finance Dept Headcount

	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	45	4.4%	28.7%	12.3%	8.6%	14.6%	9.9%	13.3%	12.6%
Under \$50M	11	4.0%	36.7%	20.4%	67.9%	17.0%	13.6%	22.1%	24.7%
\$50M-\$100M	7	3.5%	38.2%	8.5%	7.7%	12.7%	11.6%	19.9%	17.7%
\$100M-\$200M	9	3.7%	33.6%	10.0%	8.5%	14.2%	8.0%	15.3%	19.9%
Over \$200M	13	3.9%	30.8%	10.9%	6.6%	19.4%	10.0%	14.0%	12.6%

For 2023 data, see the Appendix section

NUMBER OF DIRECT REPORTS BY HR LEADER TITLES

40
30
20
10
0





DEIB
CHIEF OF STAFF
HRBP

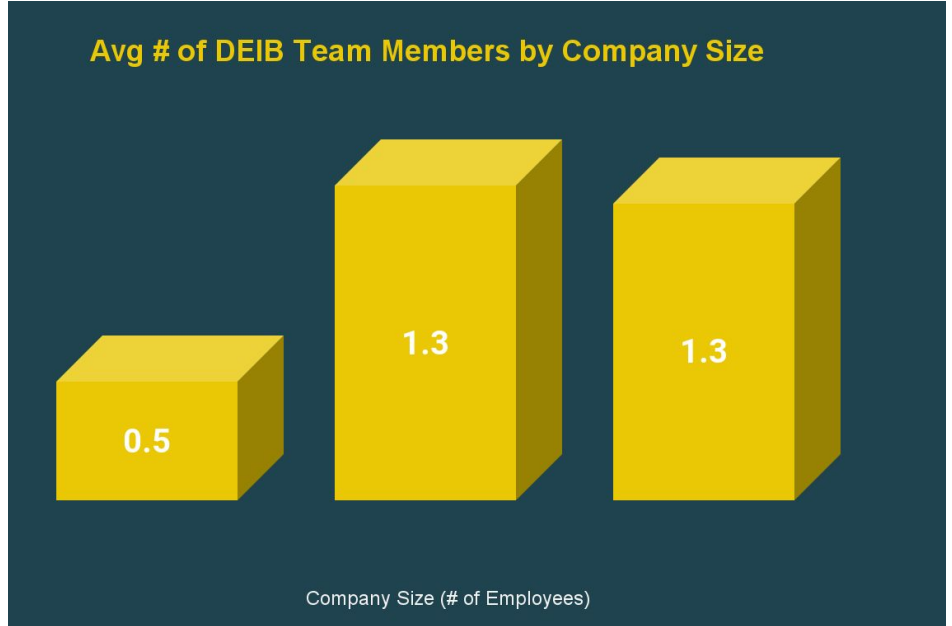
DIVERSITY, EQUITY, INCLUSION, AND BELONGING [DEIB]

 **22%** -9% to '23

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

 **1.1** -1.4 to '23

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).

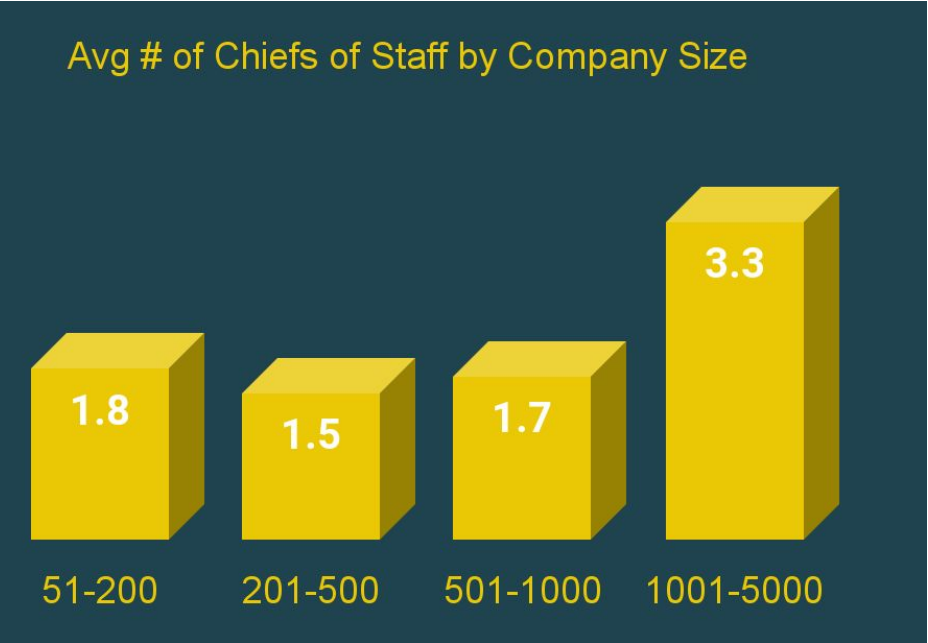
CHIEF OF STAFF

 **49%** -4% to '23

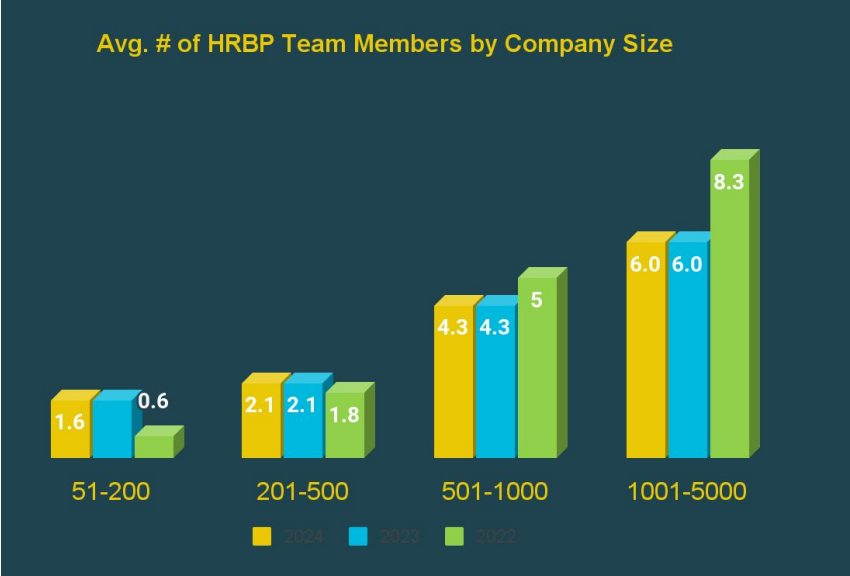
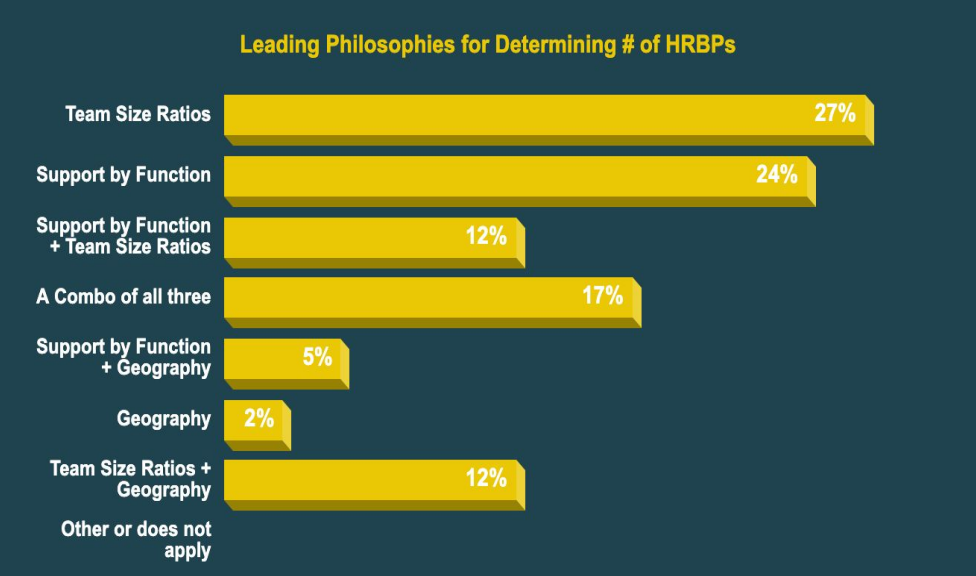
of respondents have at least one Chief of Staff in their company

 **1.9** +0.2 to '23

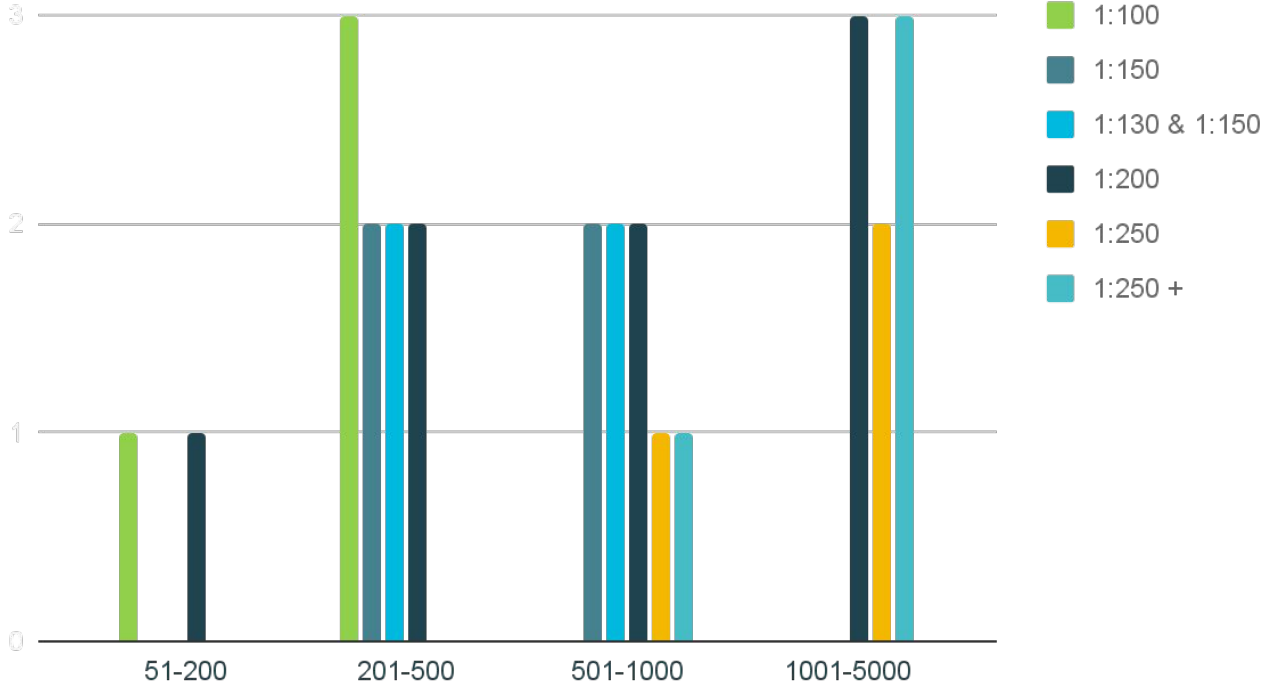
Avg # of Chiefs of Staff roles company-wide



HR BUSINESS PARTNERS [HRBPS] PHILOSOPHIES + TEAM SIZE



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



HRBP Team Size Ratios



APPENDIX

HR ORG | FUNCTIONAL % TO HR ORG

by COMPANY SIZE for 2023

2023 Avg HR Headcount by Dept

	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 Respondents	479	25	7	3	3	3	2	4	3	80
51-200	114	7	2	1	0	1	1	1	1	19
201-500	272	15	4	1	2	2	1	2	3	31
501-1000	742	35	12	3	4	4	4	5	4	15
1001-5000	1,374	52	16	6	4	9	4	9	5	12

Variances 2024 to 2023

	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	173	4	2	1	0	1	1	0	1
51-200	6	1	1	-1	0	0	0	0	0
201-500	56	3	1	0	1	0	1	0	0
501-1000	-106	-6	-2	0	-2	0	-2	-1	0
1001-5000	144	-4	-1	1	-1	-1	1	45	1

*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, Talent Coordinators	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



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

Refer a peer to the community

