The Circle
BY FOUNDERS CIRCLE CAPITAL

SUMMARY OF RESULTS:
CHRO|Circle People Org
Benchmark Survey
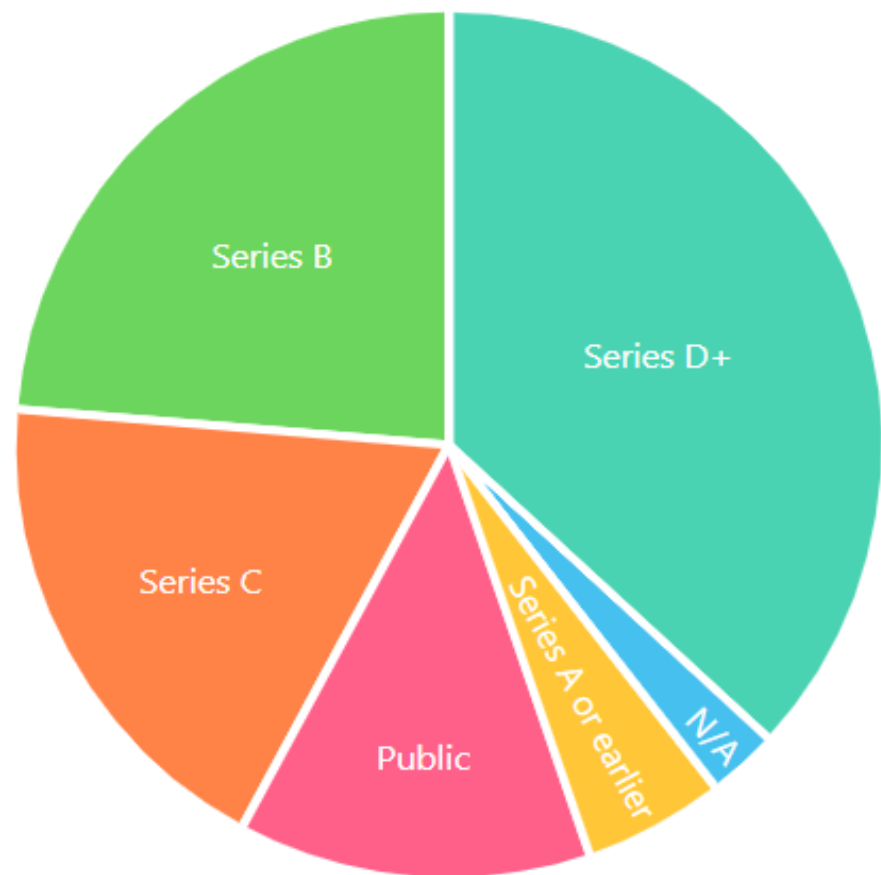
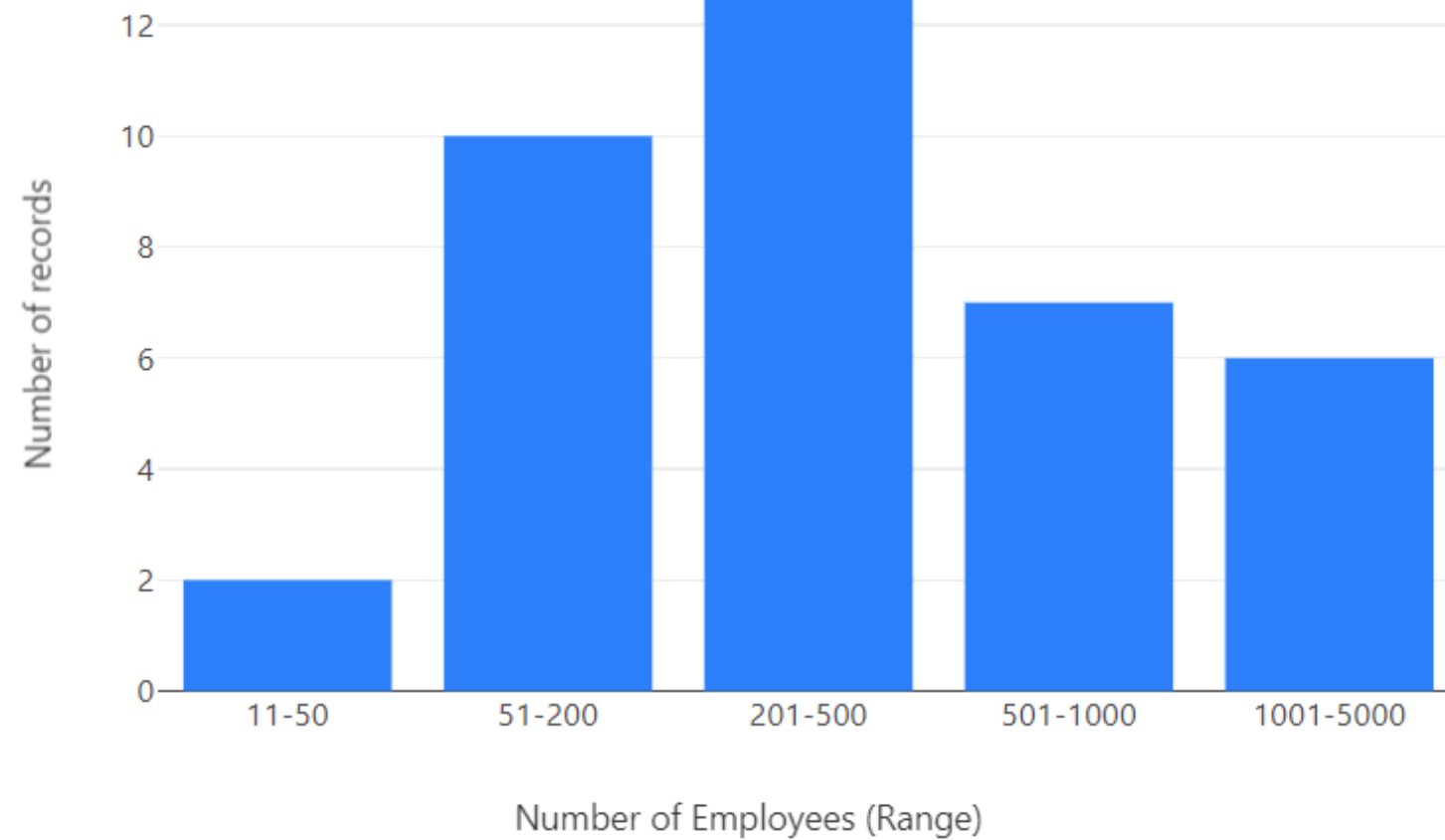AUGUST 10, 2022

Who Responded + Company Breakdown
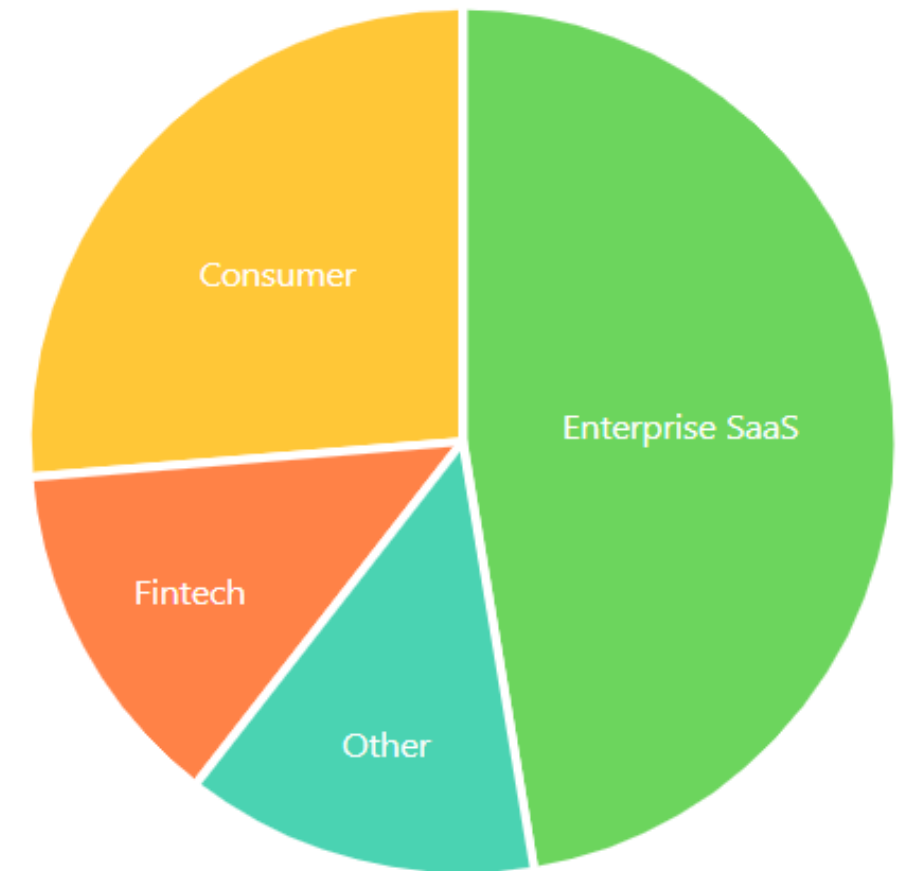
38 Responses from CHRO|Circle

STAGE

Series B
Series D+
Series C
Public
Series A or earlier
N/A

SIZE

Number of records

12

10

8

6

4

2

0

11-50 | 51-200 | 201-500 | 501-1000 | 1001-5000

Number of Employees (Range)

SECTOR

Consumer
Enterprise SaaS
Fintech
Other

Approaches to Location-based Compensation

15 Standard geo-differentials / tiers by region
Reducing from 100% that is tied to a major market

10 Employee location specific
Based on market in that city/state

8 Single location benchmarking
Company HQ, regardless of employee location

4 Hub hiring model
Hire from specific cities / regions only, base comp on that market

1 Other (single rate per country)

Average HR Org Size as % of Total Co Headcount

Company Size (# of Employees)	Average % of HR Organization to Total Company Headcount
11–50	3.0%
51–200	4.6%
201–500	3.9%
501–1000	5.9%
1001–5000	4.9%

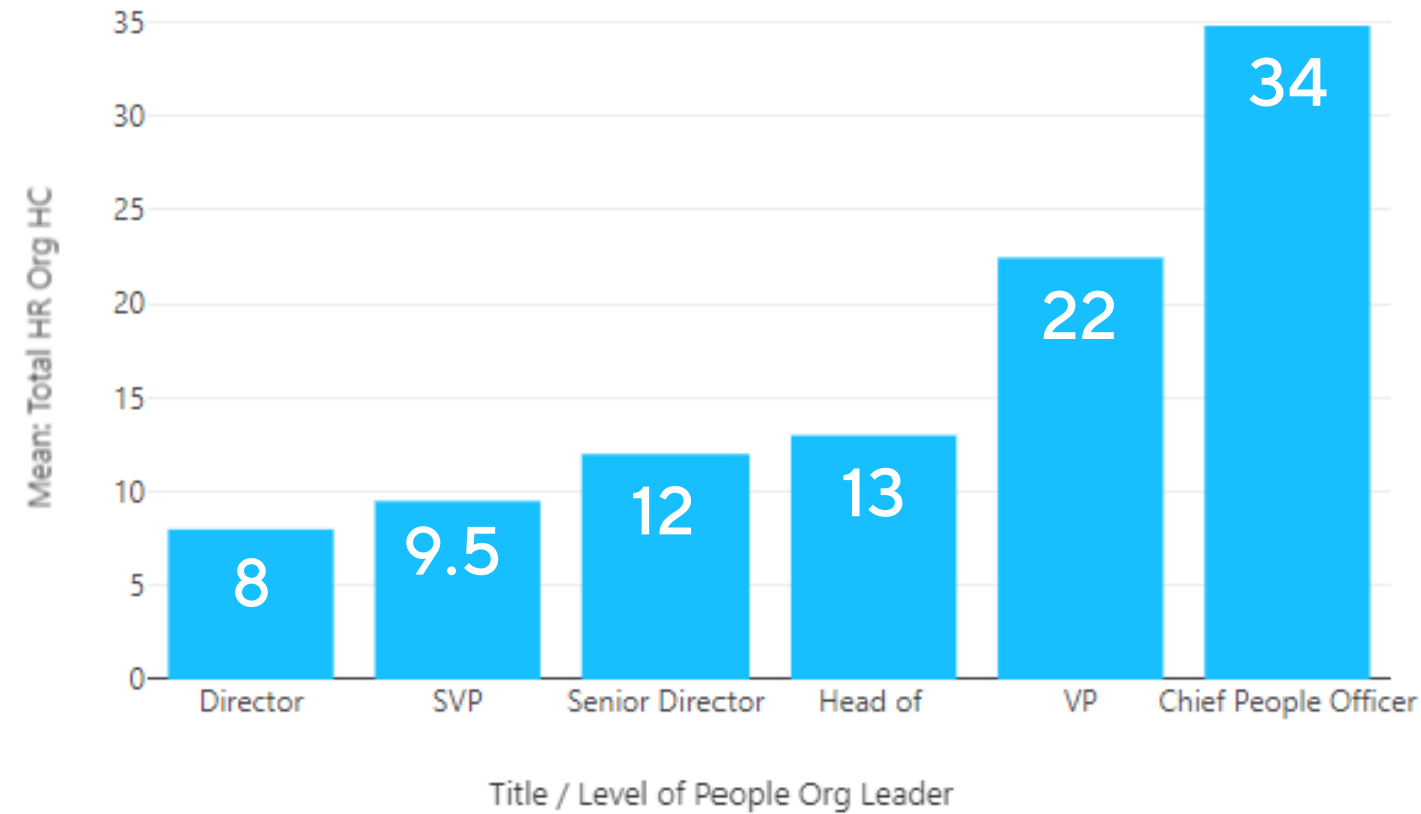# Average HR Team Sizes as % of Total HR Org Headcount

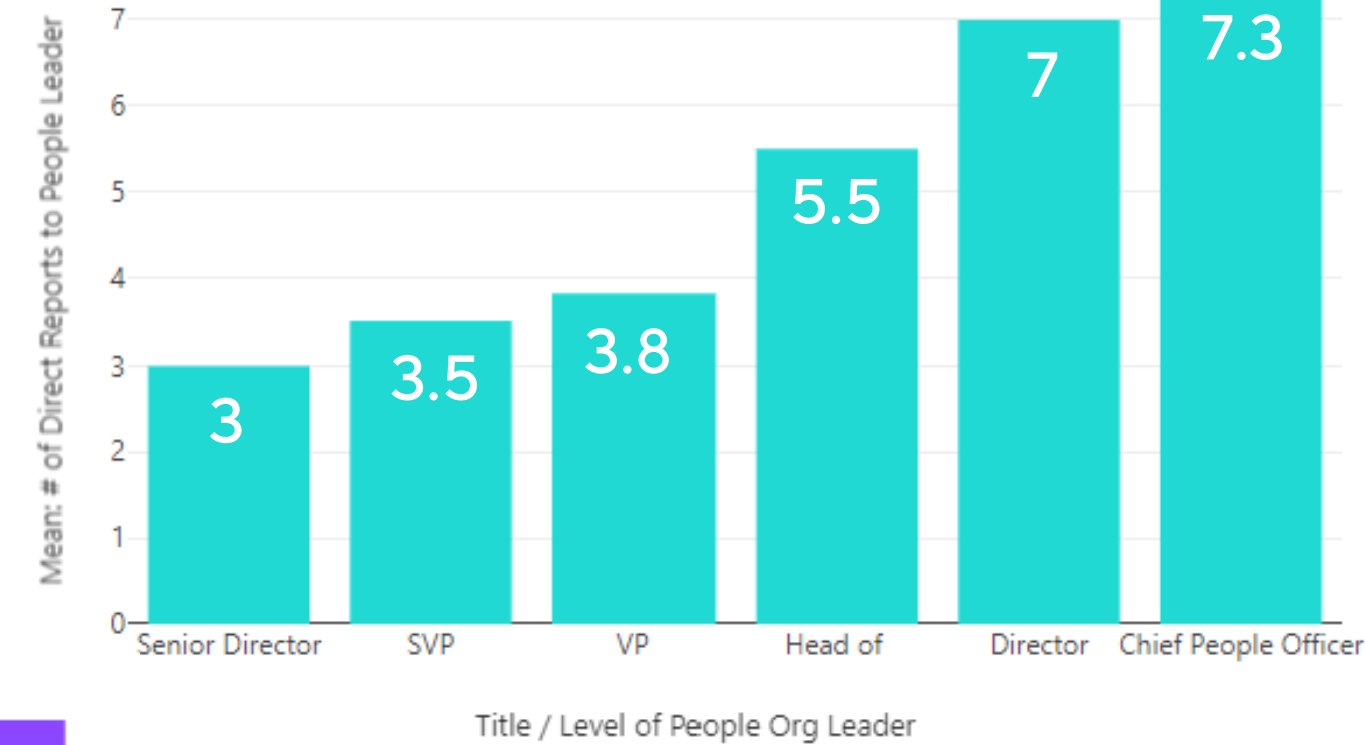| Company Size (# of Employees)	Recruiting & Talent Acquisition	People Operations	Employee Experience	HRBPs	Total Rewards	Learning + Development	All Other HR**	# of Respondents
11-50	6.7%	40%	6.7%	0%	6.7%	6.7%	33.3%	2*
51-200	45.1%	16.8%	9.7%	11.1%	2.7%	4.0%	10.6%	10
201-500	52.1%	11.2%	4.9%	14.1%	5.3%	2.0%	10.3%	13
501-1000	51.7%	10.6%	9.5%	11.3%	7.3%	4.1%	5.4%	7
1001-5000	43.1%	19.9%	6.5%	12.0%	8.6%	7.7%	2.2%	6
AVERAGE	47.6%	15.2%	7.4%	12.1%	7.2%	5.3%	5.3%	38

*The full HR org sizes of these responses were 1 and 2
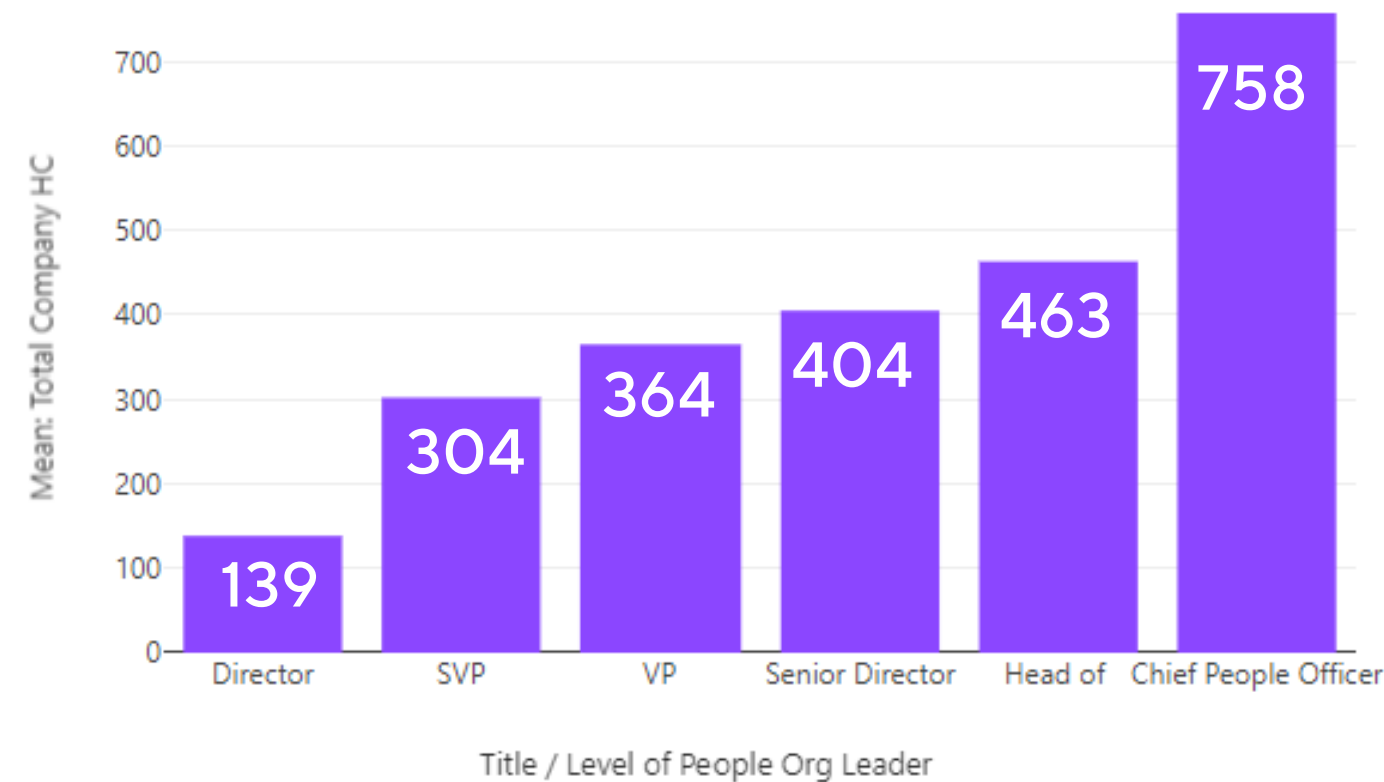**Many respondents included themselves as people leaders in the "All Other HR" count

Most Senior Title + Direct Reports

Chief People Officers manage largest HR organizations, with an avg HR headcount of 34

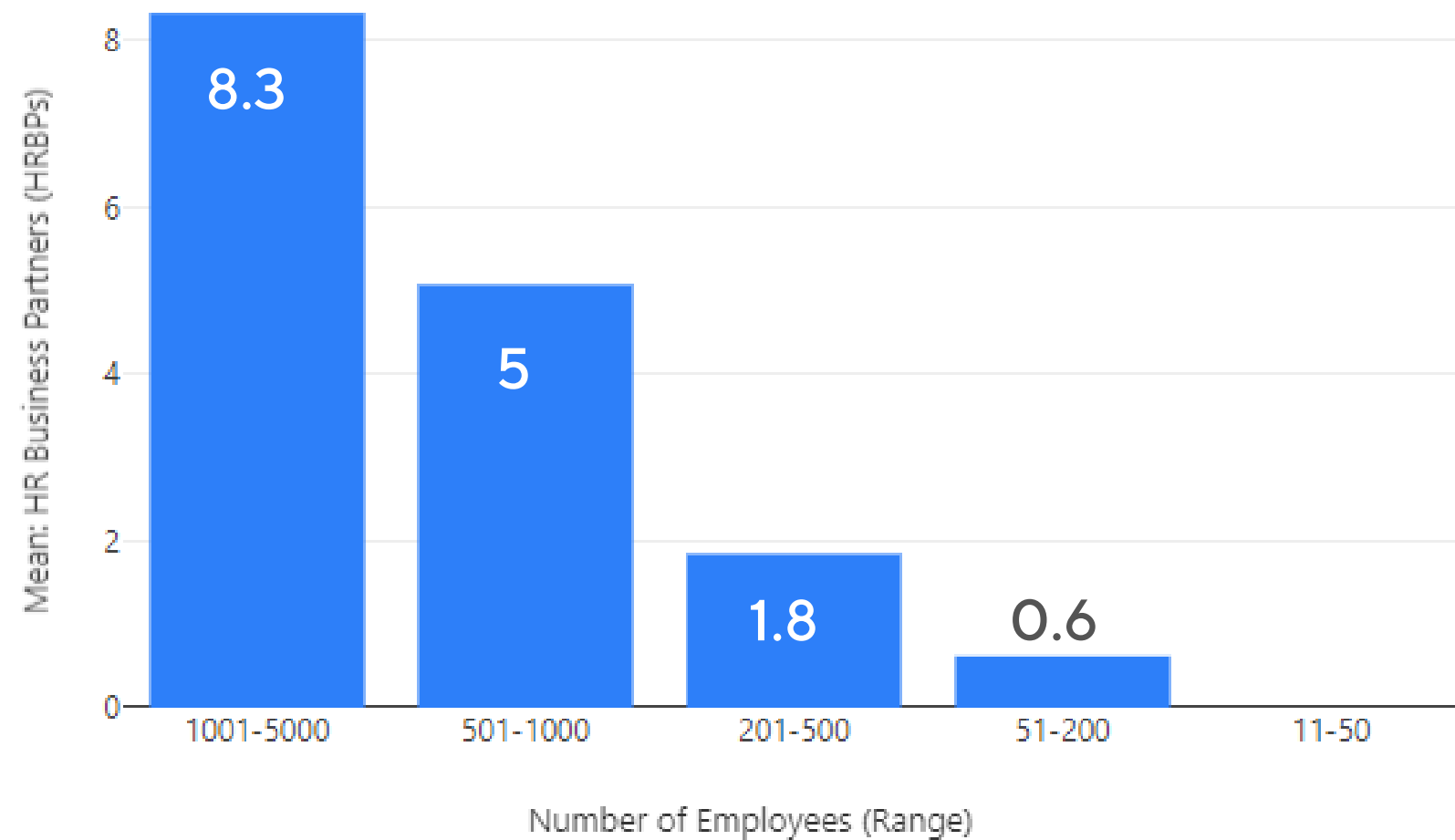As expected, company + HR headcount is the biggest driver of more senior titles

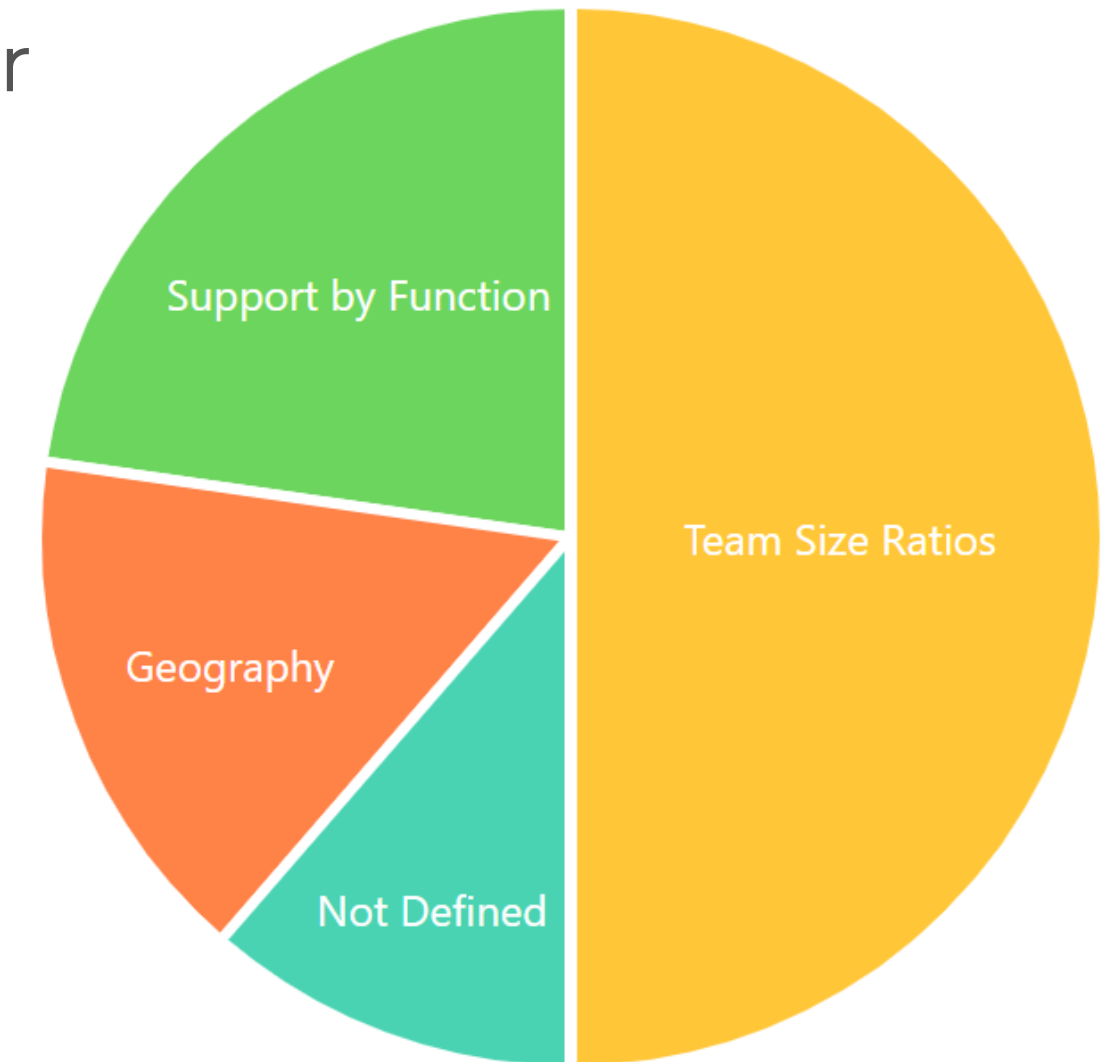CPO's + Directors have the largest number of direct reports, with an avg of 7

HRBP's Leading Philosophies

Average # of HRBP's by Company Size

Mean: HR Business Partners (HRBPs)

8.3 — 1001-5000
5 — 501-1000
1.8 — 201-500
0.6 — 51-200
11-50

Number of Employees (Range)

What is the leading philosophy for determining your # of HRBPs?

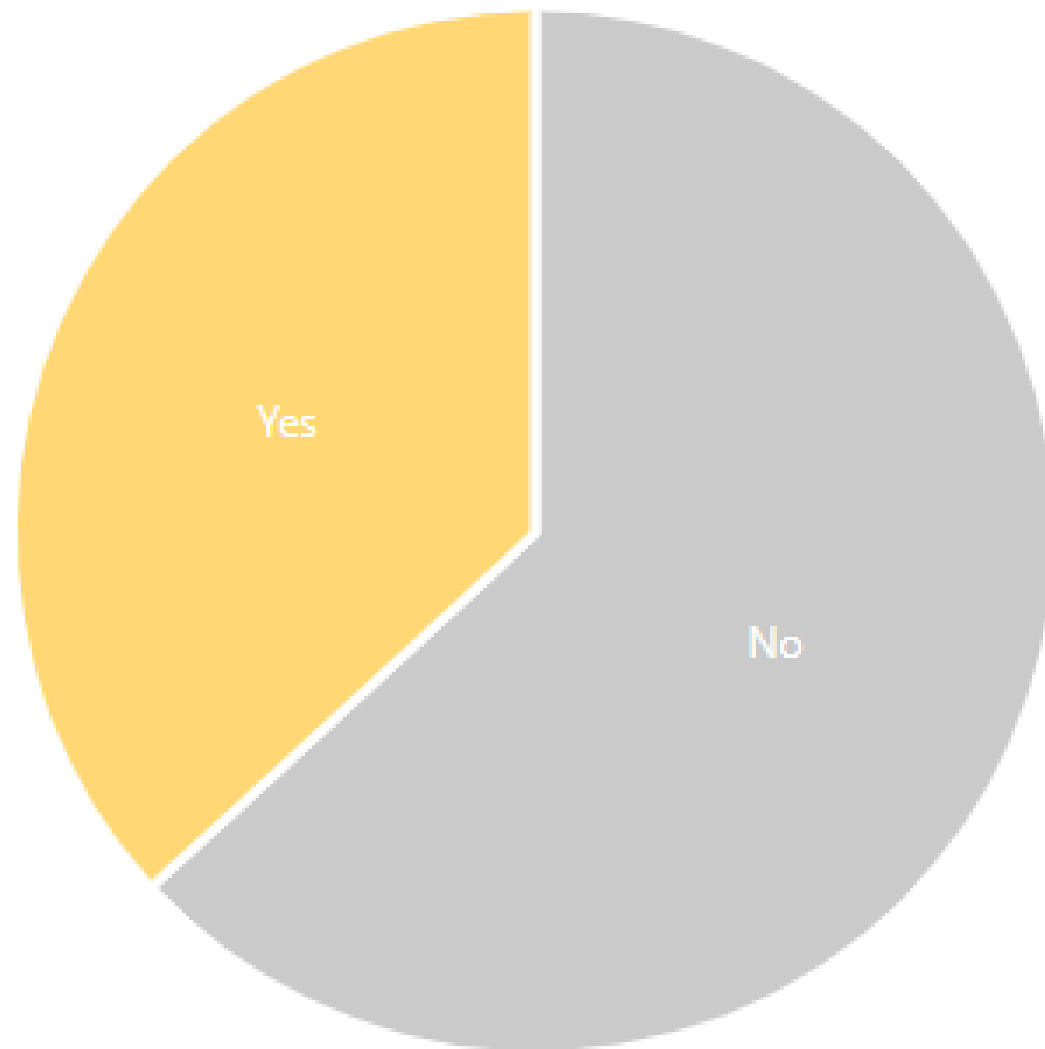Support by Function
Geography
Not Defined
Team Size Ratios

With Team Size Ratios as the primary driver for most respondents, it makes sense that companies with a higher number of employees tend to have more HRBPs.

Diversity, Equity and Inclusion

Do you have a dedicated person or team leading your company's DEI efforts?
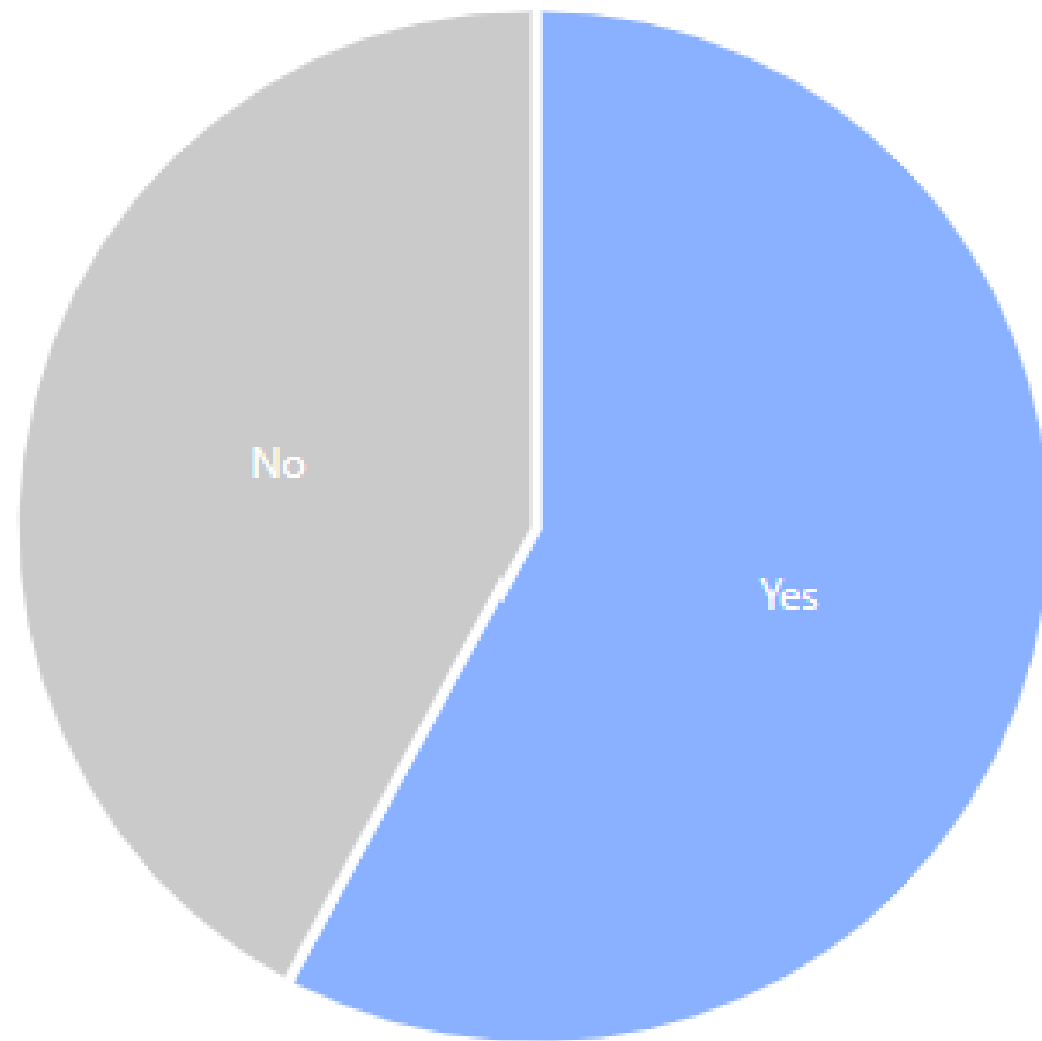

- **37%** of respondents said yes

- The average # of team members focused on DEI was **1.5**

- All but one company that said "yes" is **Series C or later**, whereas the "no" responses were more mixed

Chiefs of Staff

Does your company have any Chiefs of Staff?

- **58%** of the respondents have at least one Chief of Staff in their company

- The average number of Chief of Staff roles company-wide is **2**, with a high of **6**

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