



The Circle
BY FOUNDERS CIRCLE CAPITAL

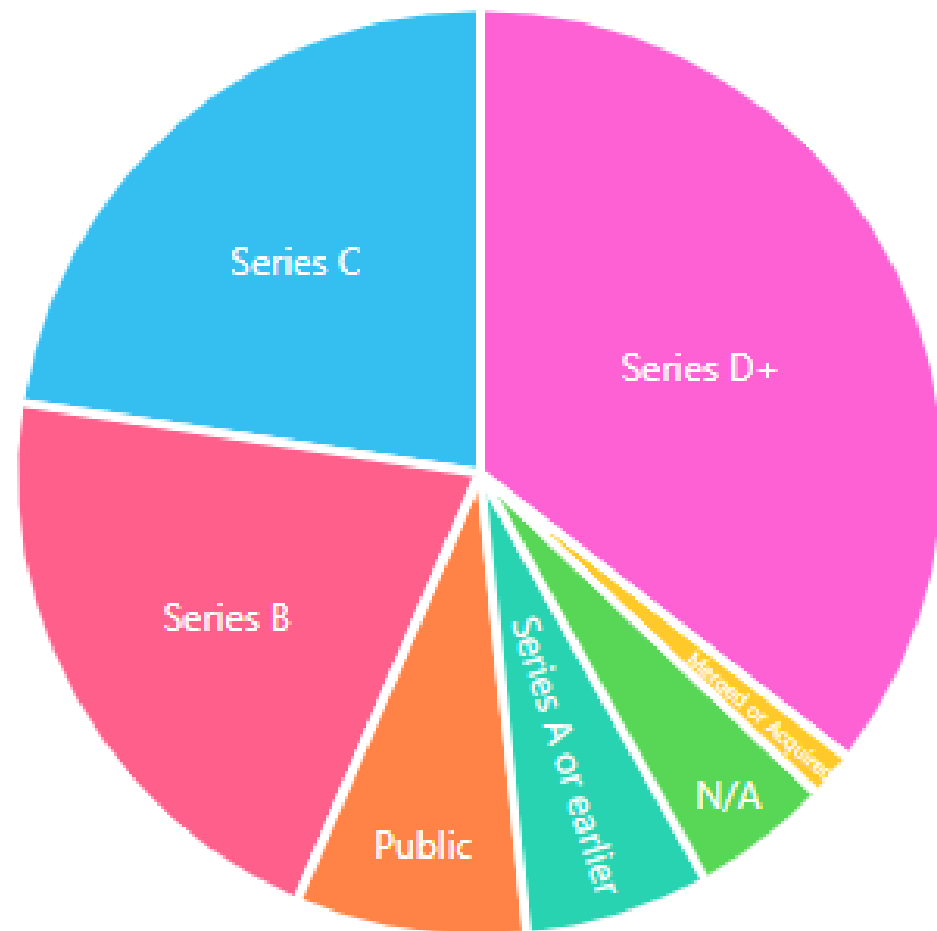
SUMMARY OF RESULTS:
Full|Circle 2023
Compensation Planning
Benchmark Survey

NOVEMBER 2022

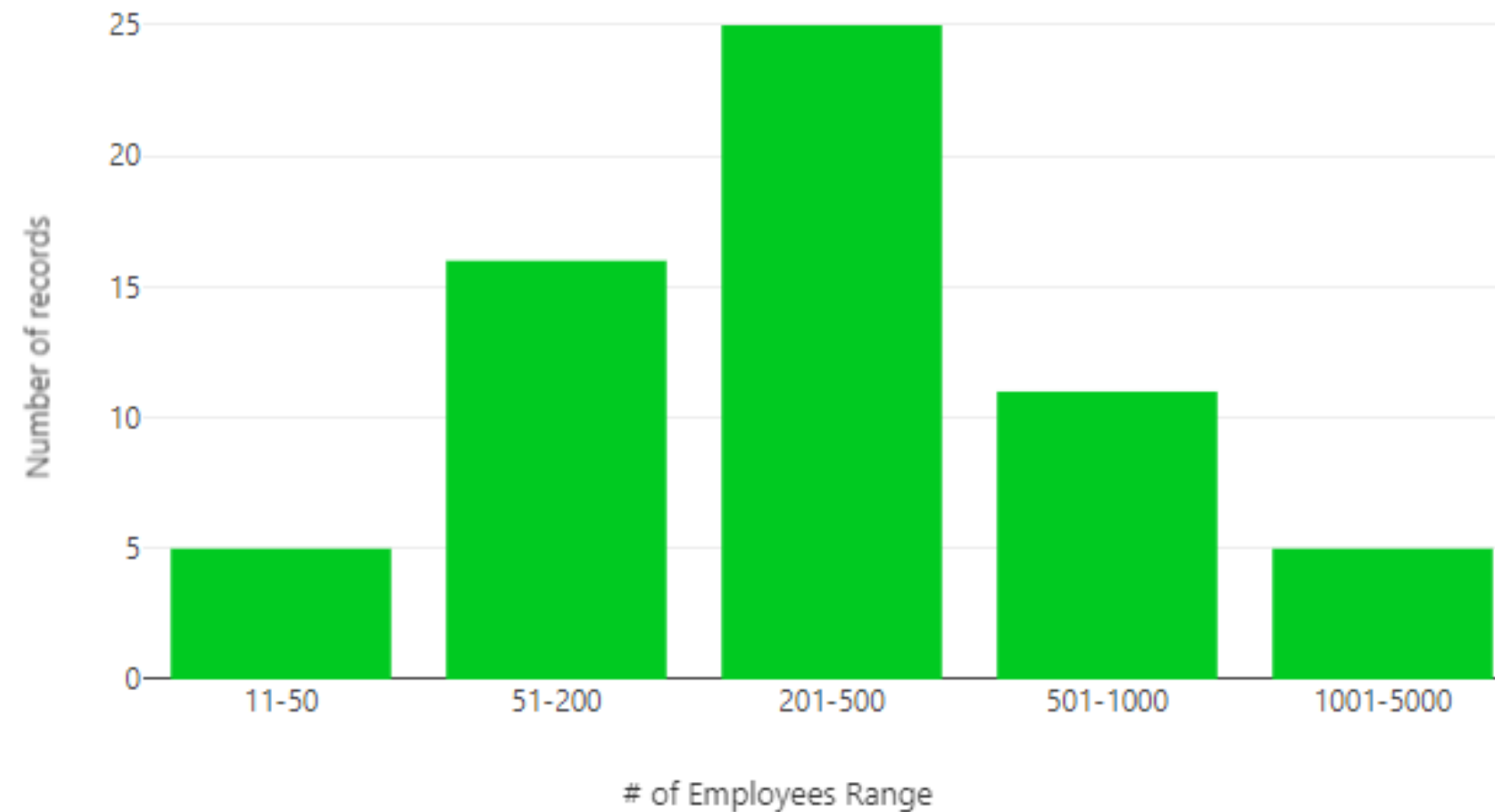


Who Responded + Company Breakdown

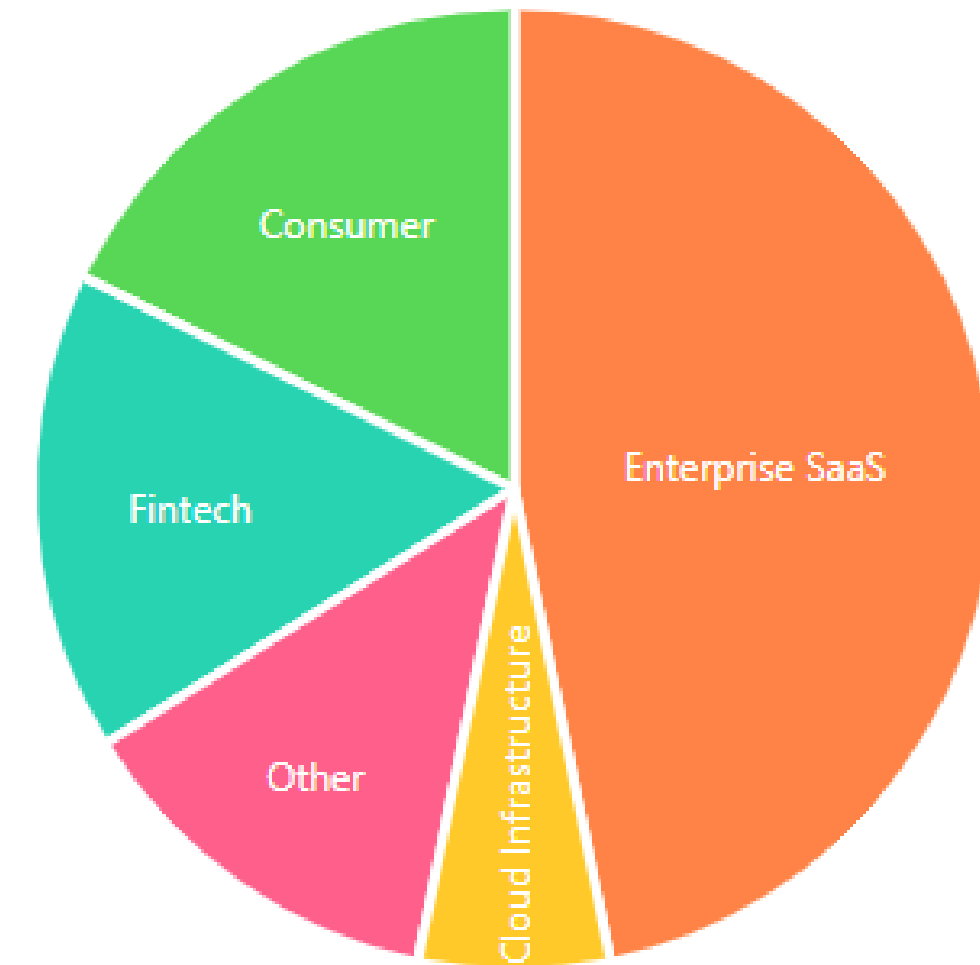
62 Responses from CFOs + CHROs in The Circle



STAGE



SIZE



SECTOR

Overall YoY Comp Budget Changes

| Company Size (# of Employees) | 2021 - 2022 % Change | 2022 - 2023 % Change | Sample Size / # of Respondents |
|----------------------------------|-------------------------|-------------------------|-----------------------------------|
| Overall | 8% | 5% | 62 |
| 11-50 | 4% | 6% | 5 |
| 51-200 | 10% | 6% | 16 |
| 201-500 | 9% | 5% | 25 |
| 501-1000 | 5% | 5% | 11 |
| 1001-5000 | 5% | 5% | 5 |

SURVEY QUESTION:

How much did your company's compensation budget change for run-rate changes, excluding new hires?

Use total salaries for original year vs. following year (only for run-rate)

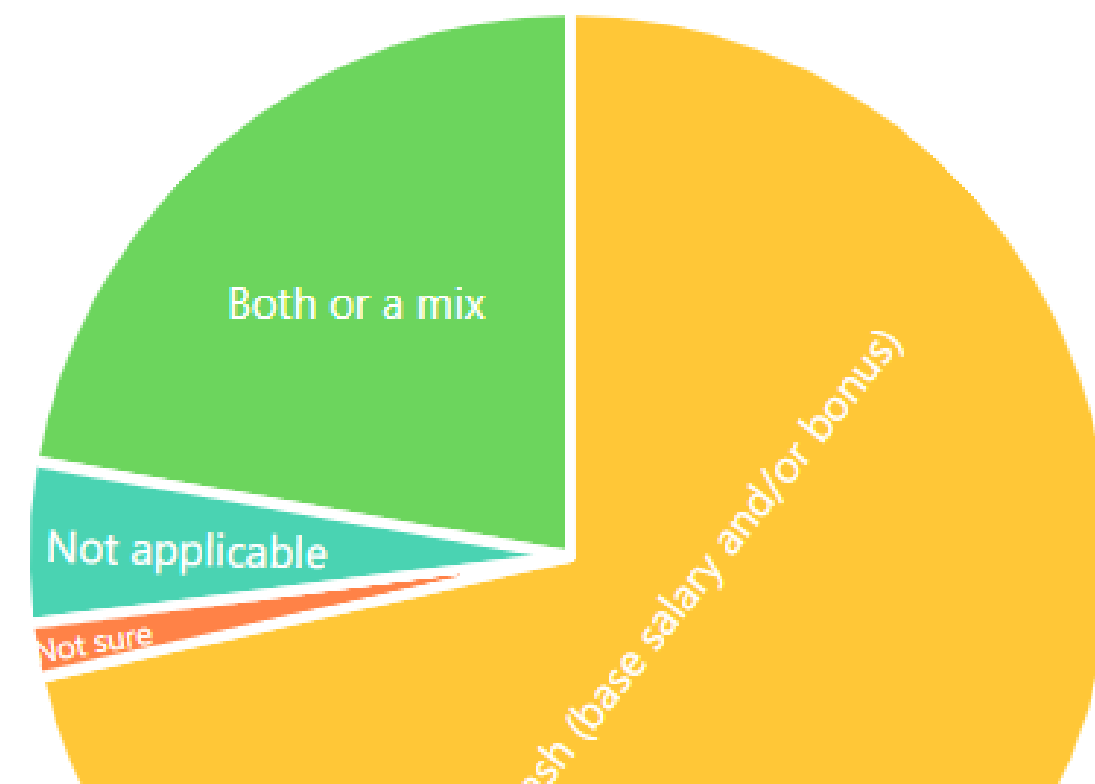
TAKEAWAYS:

- Overall, annual comp budget increases have softened
- '22-'23 budget changes similar across all company sizes

Overall YoY Comp Budget Changes

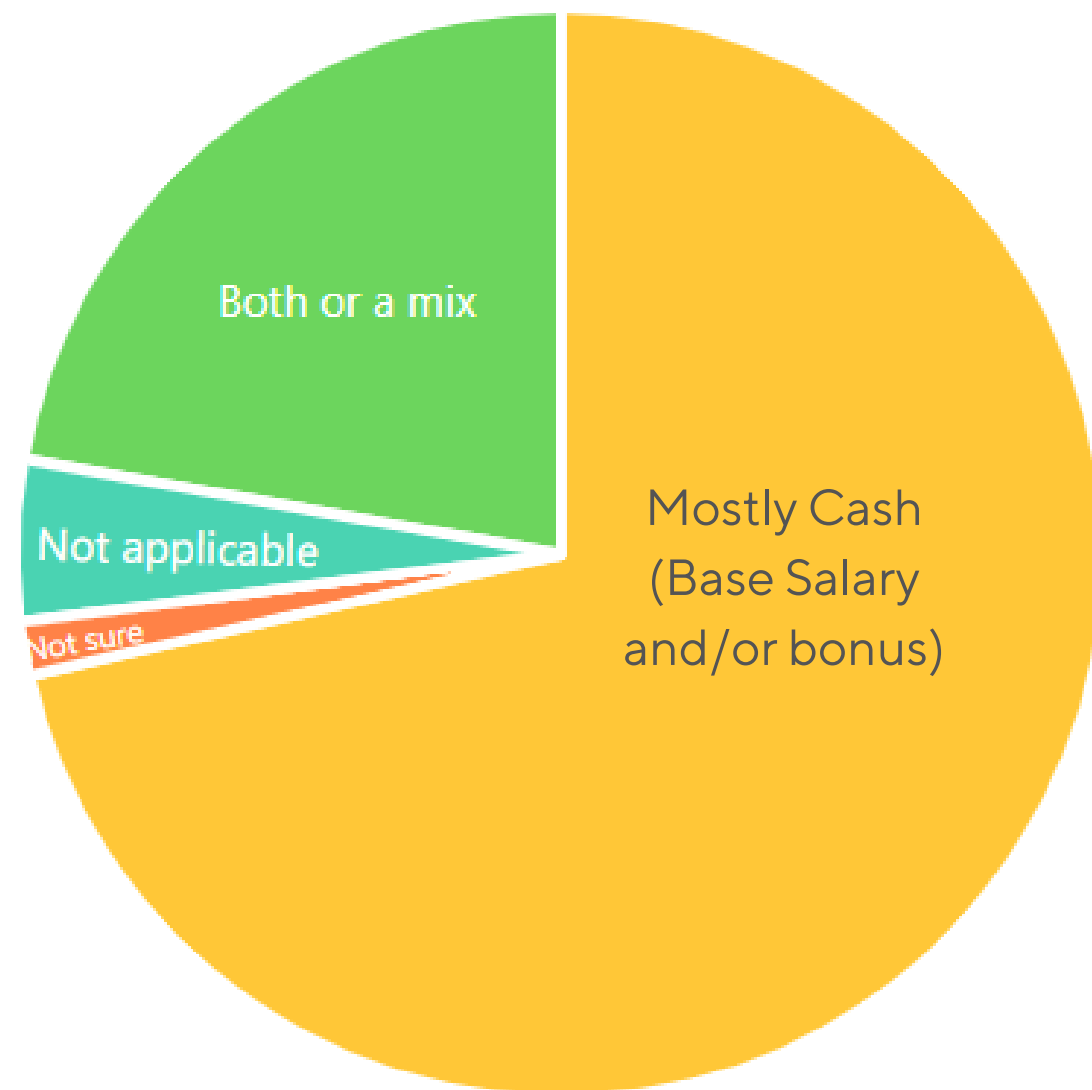
| Company Size (# of Employees) | 2021 - 2022 % Change | 2022 - 2023 % Change |
|----------------------------------|-------------------------|-------------------------|
| Overall | 8% | 5% |
| 11-50 | 4% | 6% |
| 51-200 | 10% | 6% |
| 201-500 | 9% | 5% |
| 501-1000 | 5% | 5% |
| 1001-5000 | 5% | 5% |

Form of Compensation Driving Most of the Budget Changes for 2023

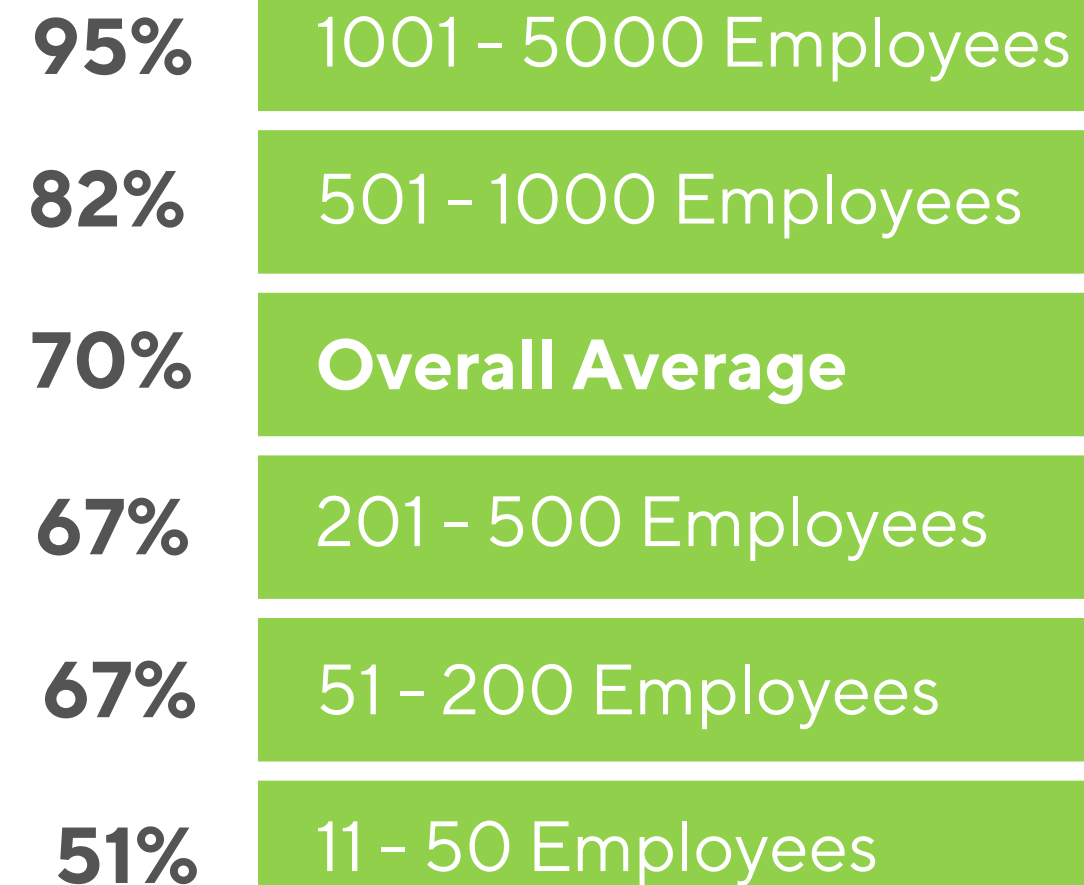


Forms of Compensation + 2023 Adjustments

Form of Compensation Driving Most of the Budget Changes for 2023




Percent of employees receiving a compensation adjustment in 2023



TAKEAWAYS:

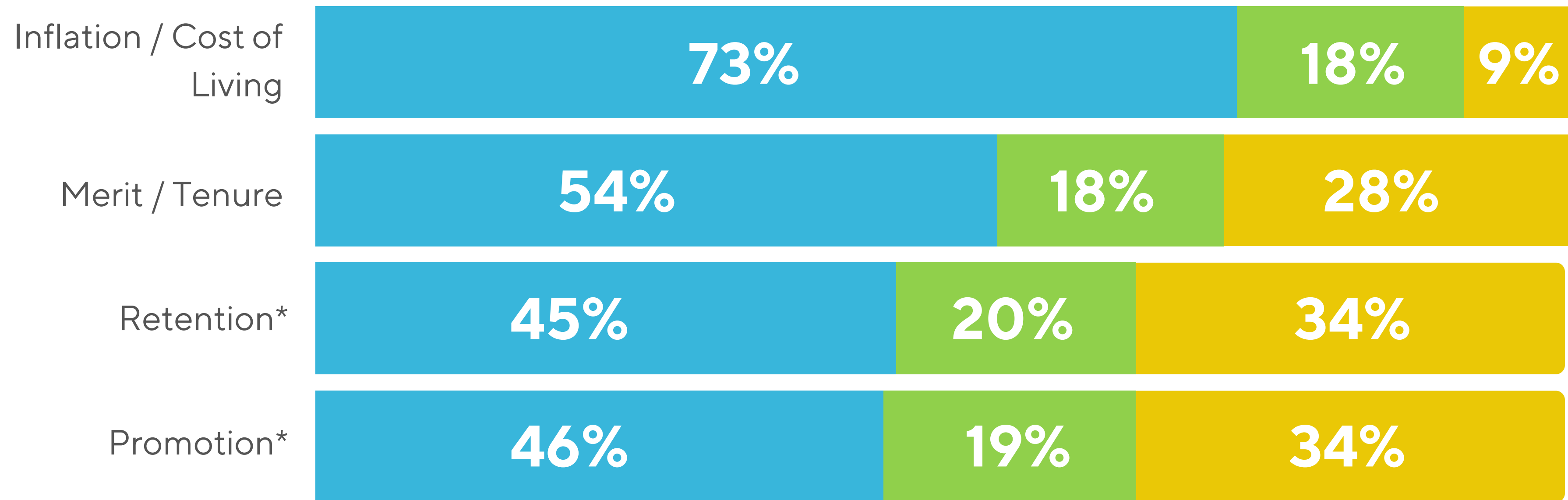
Cash is driving a majority of the avg 5% comp budget increase. Comp adjustments are more prevalent in larger companies.

Average % Compensation by Category

|  The Circle <small>BY FOUNDERS CIRCLE CAPITAL</small> | Inflation / Cost of Living | Merit / Tenure | Promotion | Retention of Top Performers |
|--|-------------------------------|-------------------|------------|--------------------------------|
| Cash (base salary and/or bonus) | 4% | 5% | 11% | 9% |
| Equity | 2% | 10% | 13% | 15% |

Forms of Compensation Adjustment by Category

SURVEY QUESTION: For increases driven by these factors, what's the typical form of compensation adjustment?



 Cash - Base Salary

 Cash - Bonus

 Equity

**One respondent chose "Other"*



The Circle
BY FOUNDERS CIRCLE CAPITAL

Thank you for contributing
insights to your peers in
The Circle Community!

