



SUMMARY OF RESULTS: FULL | CIRCLE RECALIBRATING COMPENSATION

MARCH 2023



WHAT CHANGED FOR 2023 EXPECTED/PLANNED VS. ACTUAL?

*% change
2023 planned
vs. actual*

*average
increase*

OVERALL COMP BUDGET

0%

10%

MERIT/TENURE INCREASES

-2%

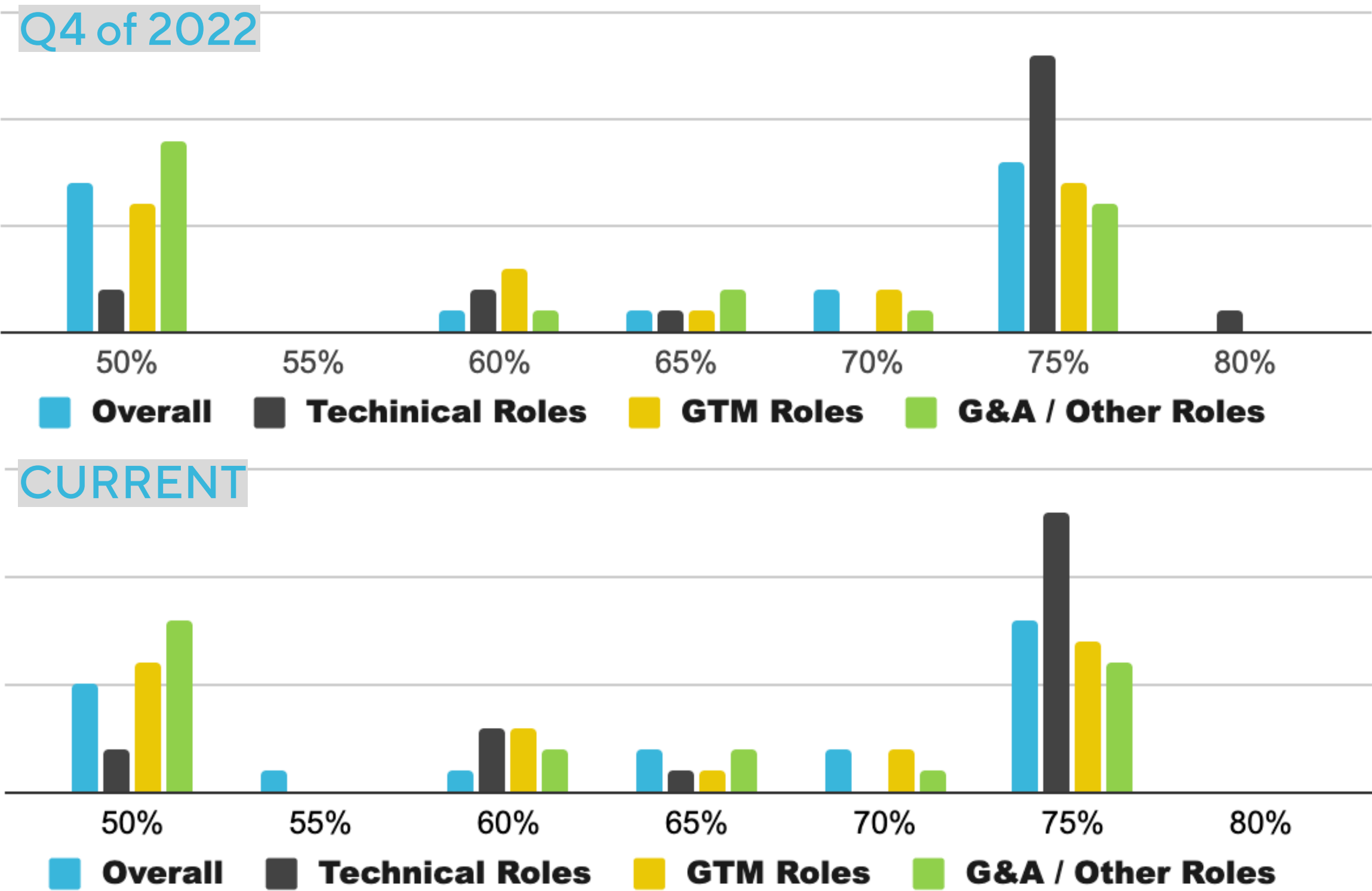
4%

COMP PERCENTILES

75th percentile

is the most commonly used comp benchmark for "all role" categories

Only a few slight shifts in 2023





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

