

2023 Career Management and Advisory Services Engagements*

Hiring related engagements outpaced separation by 2:1 margins as management level hiring (particularly for senior executives) remained robust despite widespread layoffs across multiple industries.

Separation consultations were driven by market factors but results confirmed that employers were willing to significantly increase existing separation arrangements (or offer them despite the absence of agreements concerning same) in line with the overall economics of what employers looked to achieve in right-sizing their organizations.



Hiring Negotiations 62
Separation Negotiations 30



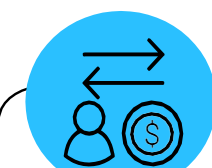
Professions by Matter Type

Senior Leadership (C-Suite): 30 Hiring/15 Sep
Senior Management (SVP/VP): 22 Hiring/10 Sep
Middle Management (Sr. Dir/Dir.): 10 Hiring/5 Sep



Market Trends

- PE firms are pressing for significant co-investment from incoming CEOs to manage their portfolio companies
- Five-year vesting of stock options is being normalized, greatly increasing risk of forfeiture
- Employers are narrowing their non-compete agreements to bolster enforceability
- Businesses are increasingly developing or implementing severance pay plans in lieu of offering individualized severance
- Employees acquired in pharma-related mergers are experiencing increased job devaluation or career depreciation at the senior management level
- DEI initiatives are being reconsidered/cut back



Average Range of Enhanced Hiring Comp

Base and Bonus Compensation: 30-35%
Severance Duration Increase: 30-40%
Equity Compensation: 10-20%

Average Range of Enhanced Severance Comp

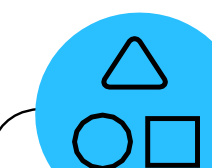
Duration: 6 months
Base and Bonus Compensation: 35-40%
Equity Vesting Increase: 20-30%



Business categories:

eCommerce
Healthcare
Manufacturing

Media/Technology
Pharmaceuticals
Software/Technology



Management Roles Covered By Engagements

Chief Executive/President
Chief Operating
Chief Financial
Chief Information/Technology
Chief Medical
Chief Marketing/Commercial

Chief Revenue
Chief Scientific
Chief Strategic
Chief Human Resources
SVP and Vice Presidents
Managing and Senior Directors