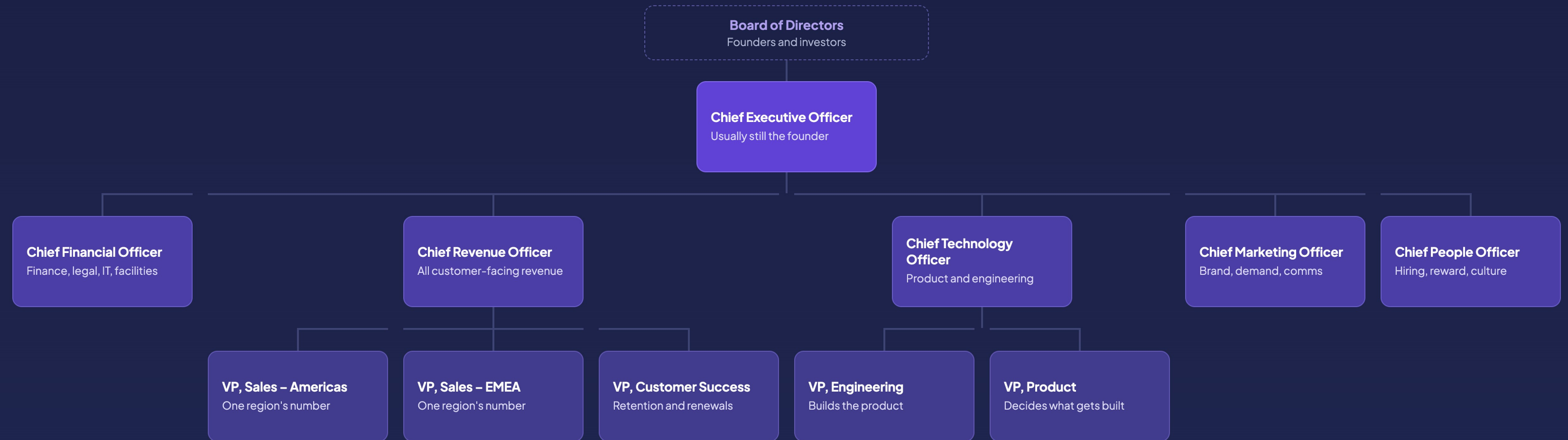


Global company, ~1,000 employees

Five officers report to the CEO, and VPs report straight into them. There is no EVP or SVP layer at all — the whole company is three reporting steps deep.



Reporting logic Nothing sits between a C-level officer and a VP. Insert an SVP layer here and the VPs stop owning outcomes, which is why fast-growing companies resist the title long after they could afford it.