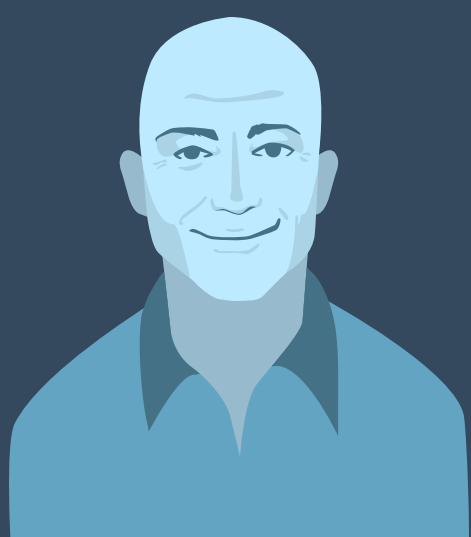


# CIO/CTO COMPARISON

## ON DEMAND VS. IN HOUSE



### ON BOARDING

With their experience coming into new environments, TechCXO part-time and interim CTOs hit the ground running. Expect full capacity within **2 weeks**.

A search for a Chief Technology Officer typically takes **4-5 months** with another several weeks expected to get the new in-house CTO to full capacity.

### COMPENSATION

Options available for on-demand executives include defined project fees (e.g. assessments, project plans), hourly rates, day rates, or monthly retainer.

A typical in-house CTO's compensation, benefits and bonus will typically exceed **\$200k** and include significant equity from a startup.

### TENURE/RETENTION

Keep your on-demand exec for a short project, a part-time assignment or an interim period. You choose.

The market for top technology resources is exceedingly competitive and tenures are short: **less than 24 months**.

### FOCUS

On Demand CTOs are intensely focused on what matters most. The nature of being fractional forces strict prioritization and delegation of non-essential tasks

Internal CTOs are regularly pulled into multiple meetings and other non-essential tasks that don't require someone at that level.

### EXPERIENCE & CAPABILITIES

Every TechCXO CTO has demonstrated success as a technology executive inside companies. They also have a robust partner network including security experts, development shops, UX specialists, networking experts, QA resources, and Agile coaches.

Internal technology leaders will have strengths in certain areas but do not have the support ecosystem that comes with a TechCXO CTO.