

# R&D Outsourcing and Distributed Development

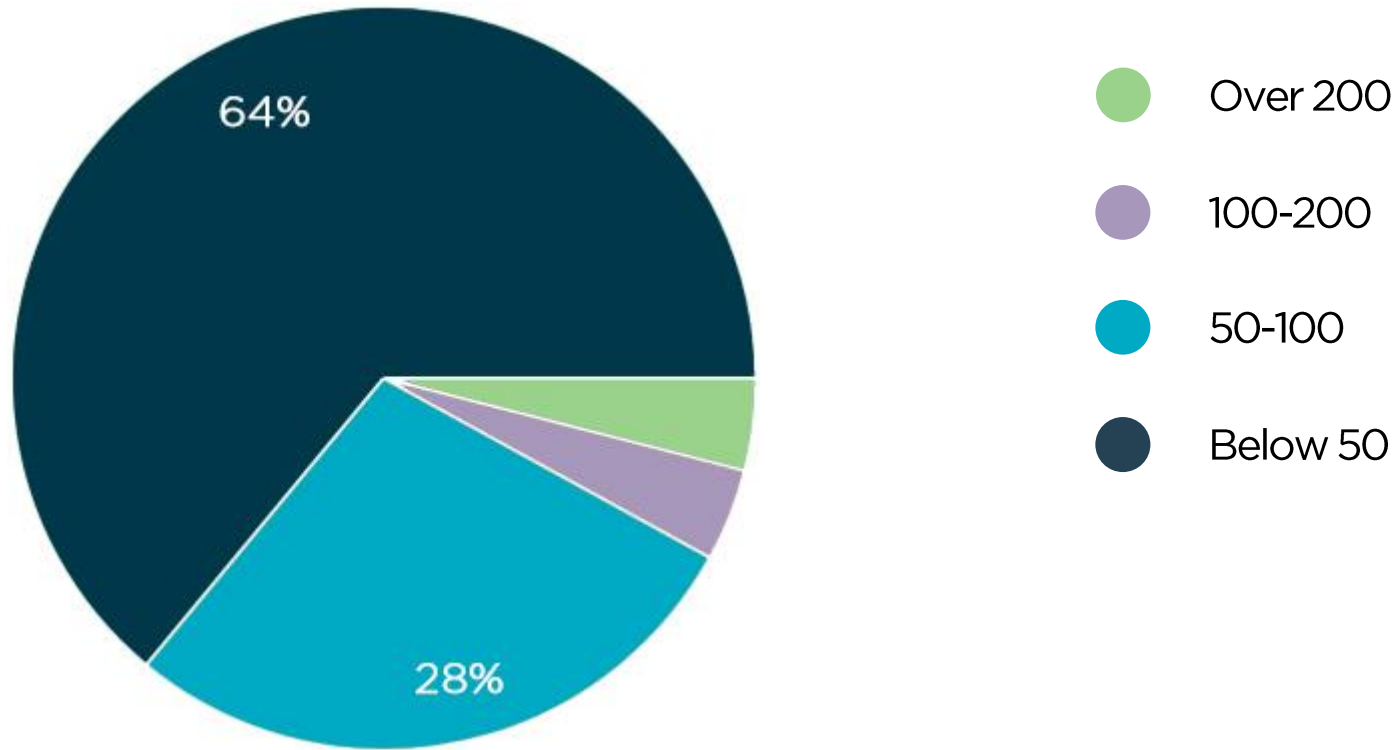
## Survey Results

January 2019



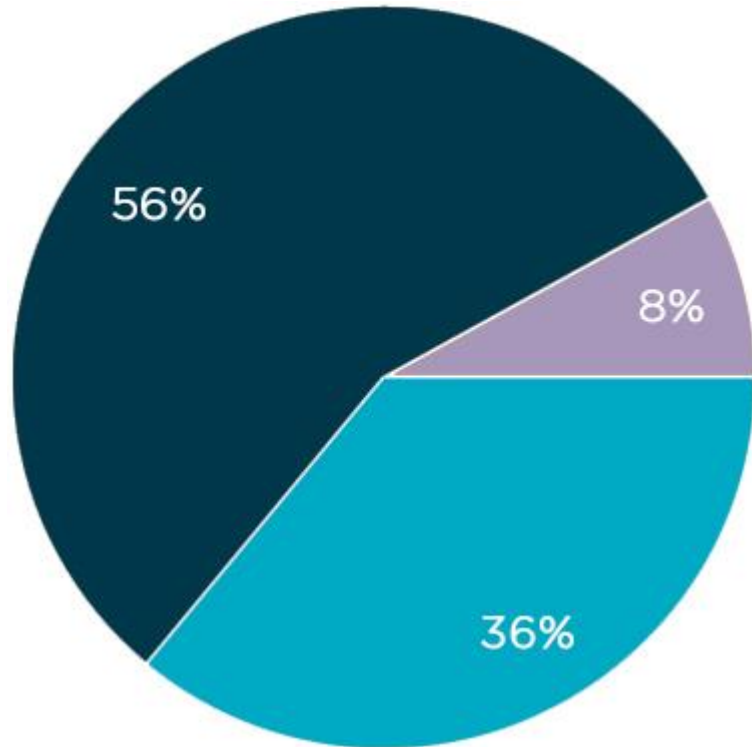
# What is the size of your R&D organization?

25 Responses



# How hard do you find it to hire R&D talent in Israel?

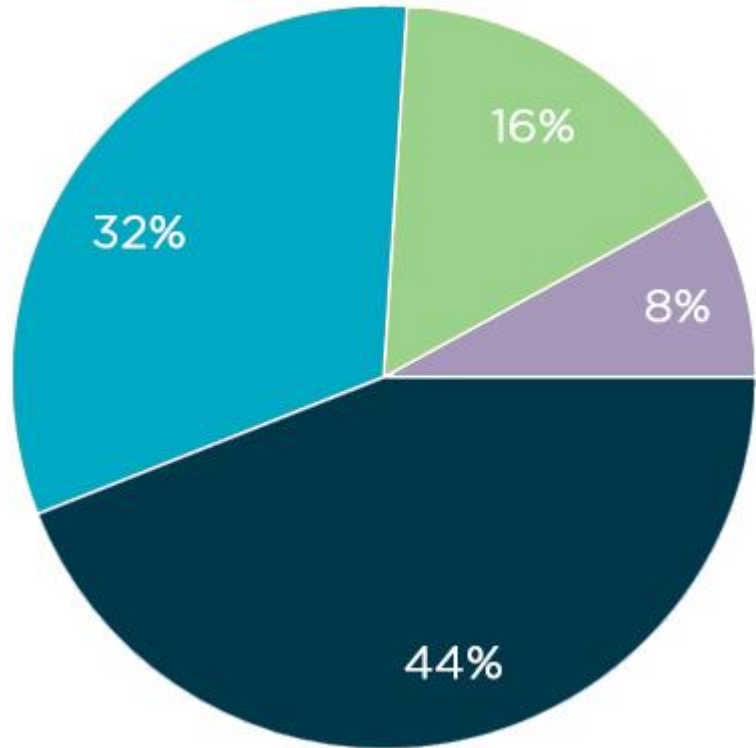
25 Responses



- Very hard
- Hard for specific positions
- We are getting by
- We find it pretty easy

# Where do you stand on having non-organic R&D resources?

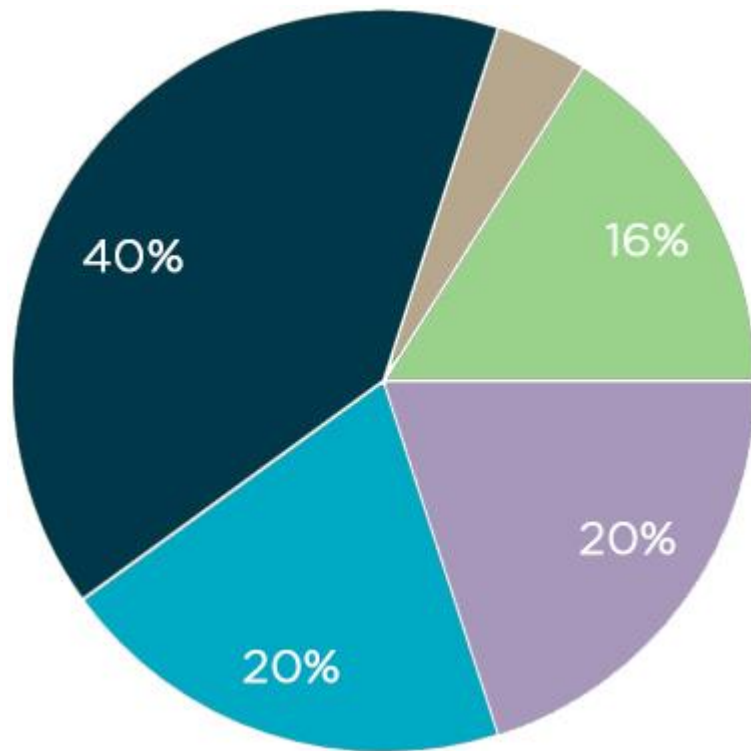
25 Responses



- We already have an offshore/second R&D site
- We outsource for certain tasks
- We are seriously thinking about it but haven't really done anything yet
- Not in our immediate plans

# When do you think is the right time to get non-organic R&D resources (in Israel or offshore)?

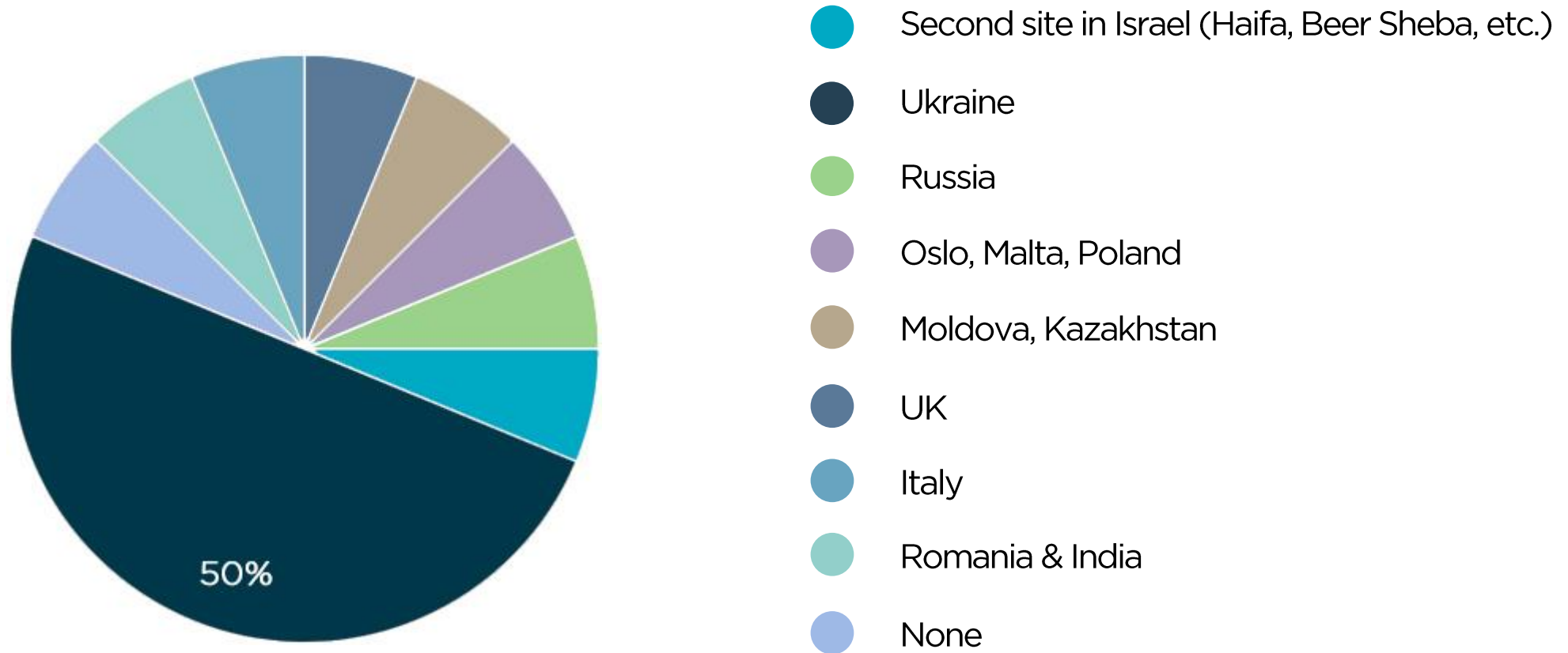
25 Responses



- As soon as there is an opportunity to get good people
- When the R&D organization grows beyond a certain size (e.g. 100 people)
- When we start having serious difficulties to fill the open positions
- When Management or investors want to reduce the risk of concentration in one location in Israel
- Only if there are no alternatives
- Never

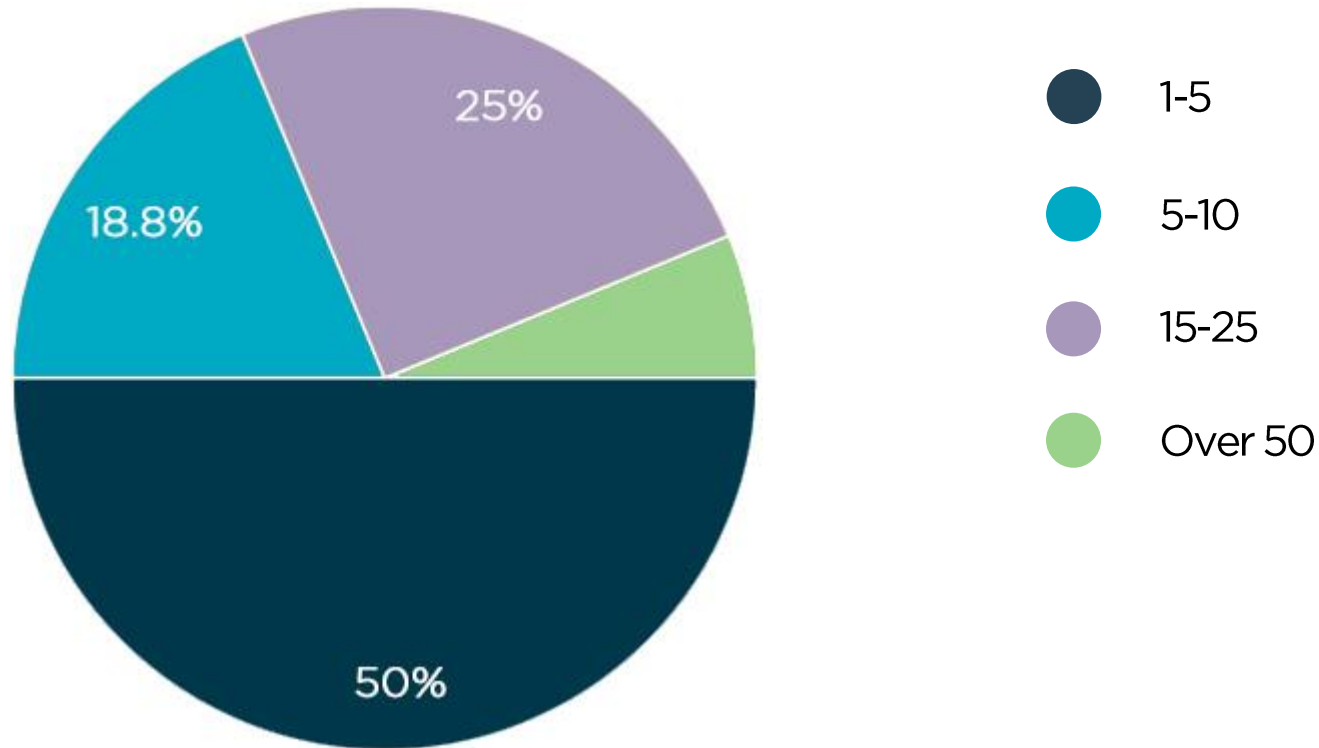
# If you already have an offshore site, where is it?

16 Responses



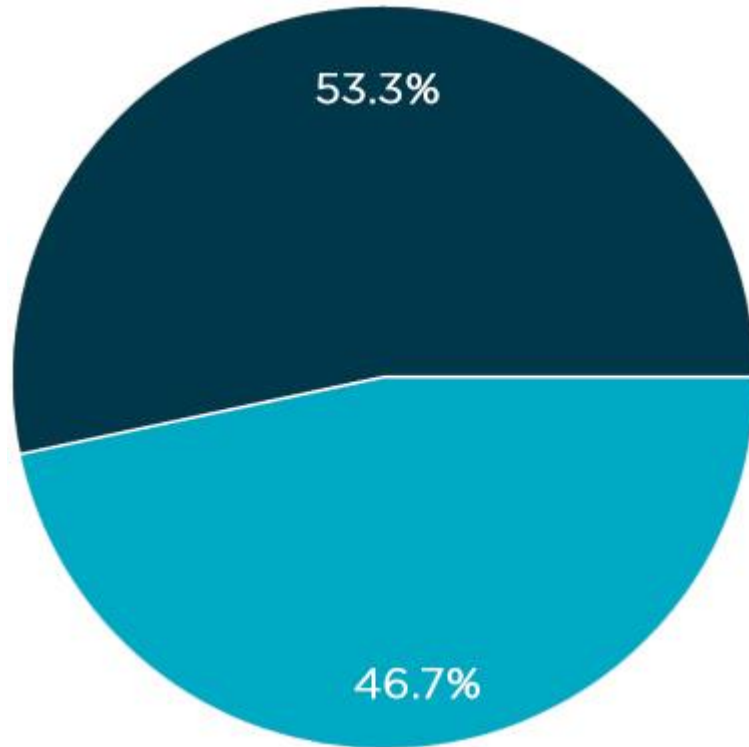
# How many R&D employees do you have offshore?

16 Responses



# What is your level of satisfaction from the site so far?

15 Responses

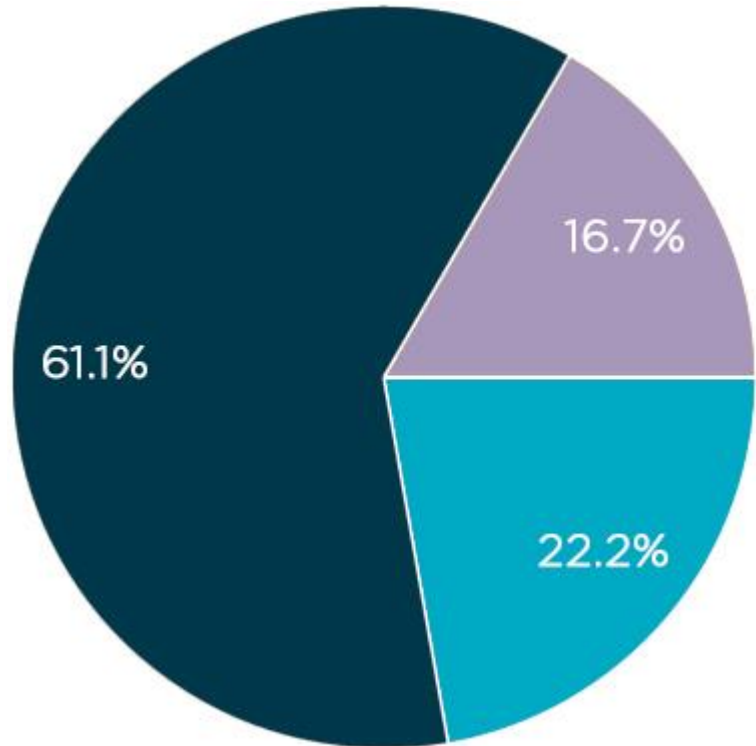


- It is great - good quality people, much cheaper, easier to scale
- It is not the best solution - but we simply don't have a choice
- I regret doing this - will never do it again



# What are your plans for next year's offshore activity?

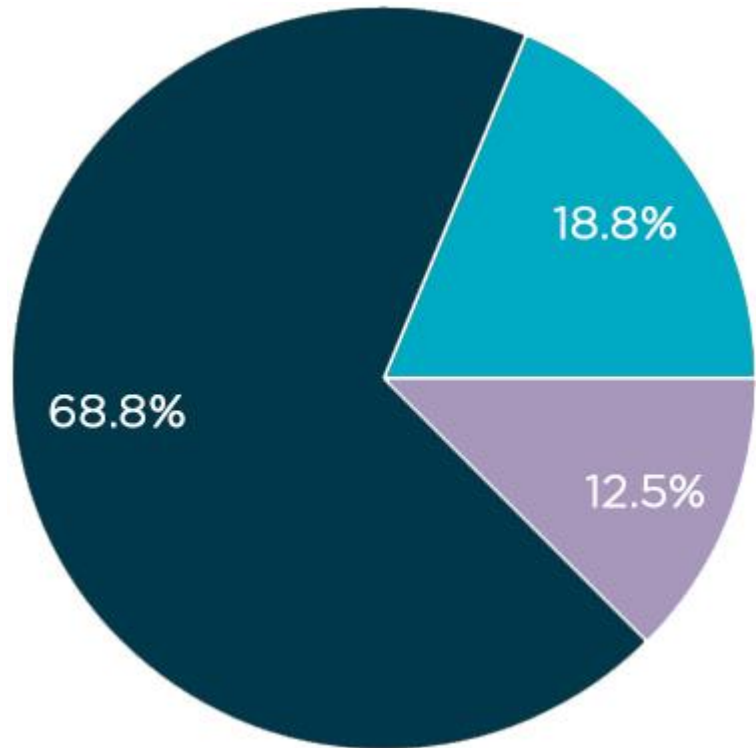
19 Responses






- Significantly increase our number of offshore workers
- Slightly increase
- Remain the same
- Decrease our number of workers
- Close the site

# What is the model of employment?

16 Responses



-  We opened a subsidiary there
-  We use a local staffing company
-  We work using individual invoices