



SUPPORTING YOUR **PORTFOLIO COMPANIES** WITH EXPERT CONTRACT TALENT

10x Management vets the greatest freelance tech talent, so VC firms—and their portfolio companies—don't have to.

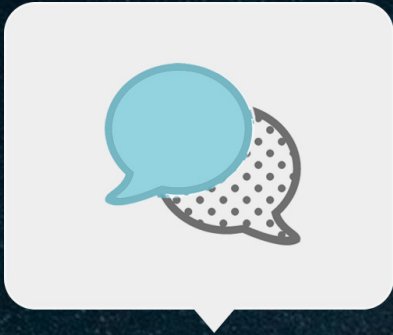
> 10xer

/ten 'eks ə/

noun

1. Tech talent who designs, builds, or maintains software, hardware and brands with 10 times the effectiveness, creativity, and productivity of their peers
2. Tech talent you can contract with during full-time hiring freezes
3. The most talented tech talent in the world available at a moment's notice to solve your toughest problems
4. Just what you were looking for...

> How 10x Works

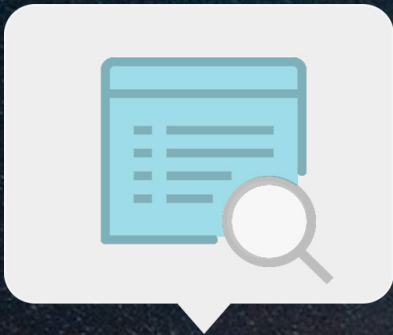


1. Tell us your needs

"I need an iOS app."

"I need a Ruby dev for 3 months."

"I need 3 data scientists who have fintech experience."



2. Matchmaking

We find the perfect candidate from our pre-vetted roster of talent in as little as 24 hours.

Contractor and company connect and confirm good fit.



3. Start building

10x assists in finalizing terms via a short, simple contract. Work begins.

We check in throughout the engagement to make sure all is running smoothly.

> **Customers** who love us

STATIONHEAD™

AMERICAN
EXPRESS

BIRCHBOX♦

FIREEYE™

WHEELS UP®

ebay

MIT

yelp*

> **10x** in the press

The New York Times

Inc.

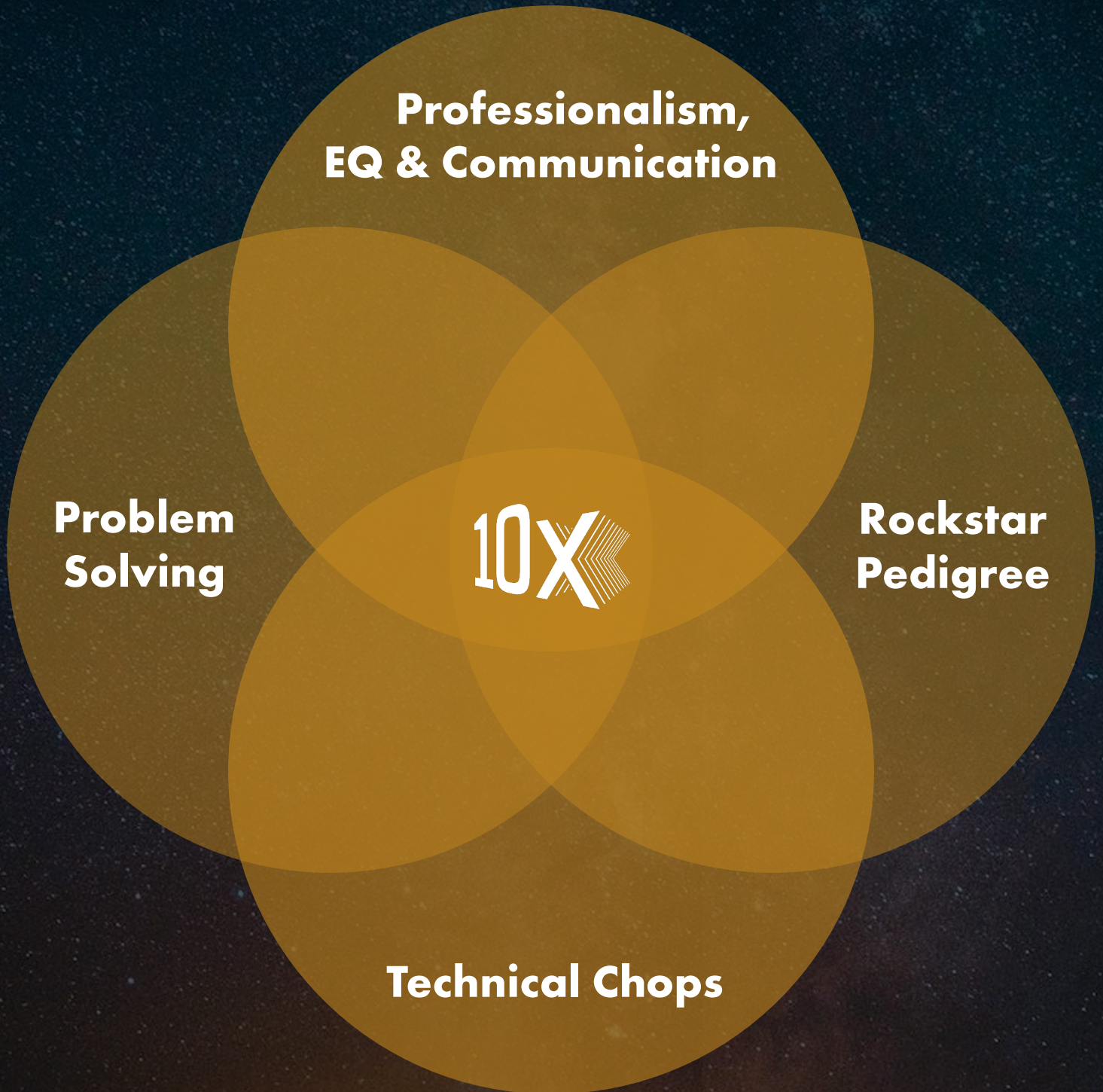
Harvard
Business
Review

THE
NEW YORKER

BBC

FASTCOMPANY

> Our Vetting Process Assesses:



> Not sure you want to hire freelancers?

The Harvard Business Review says using contract talent...

“

.....
**increases flexibility,
speed, and innovation.**

”

**Harvard
Business
Review**

> Our customers love working with us:



Richard Price
academia.edu

"10x Management has allowed us to bring on really strong engineers at a moment's notice."



Camille Kubie
estuarybranding.com

"10x does a great job overseeing their team to ensure that projects run on time and on budget."



David Ehrlich
aktana.com

"We needed an A+ engineer ASAP. 10x came through with their very first recommendation. Their unique model simply works."

> 10x contractors are industry-leading talent:



Mathieu D. **Frontend expert**

Mathieu began his career as a theoretical physicist, but after creating a widely-used system for data analysis in his field, he realized that he loved building more than researching.

CSS/LESS/SASS, D3.JS, ANGULAR.JS,
RUBY ON RAILS, NODE.JS, FRONT-END

Previously: ProtonMail, WHOOP



Daniel G. **Data Scientist**

Dan is active in the data science and open source communities, and co-authored the original portfolio management and backtesting packages for R: 'portfolio.'

DATA SCIENCE, SQL, PYTHON, MACHINE LEARNING,
SPARK, RELATIONAL DATABASE

Previously: Microsoft, Geode Capital Management



Liora H. **Digital Designer**

Liora's digital design work focuses on high quality, scalable, on-brand graphic solutions, and creating simple and beautiful user experiences.

UI / UX, DESIGN, BRANDING, DIGITAL DESIGN,
WORDPRESS, PRINT DESIGN

Previously: Estimote, Spa Week

10xers do just about everything

.NET	Hadoop	PostGIS
3D Modeling	Hardware Design	PostgreSQL
802.11 Protocol	HBase	Print Design
Adobe Creative Suite	Hive	Product Strategy
AI Engineers	HTML	Project Management
Android	Illustration	Puppet / Chef
AngularJS	Illustrator Expert	Python
Animation	iOS	R
Backbone.JS	Java	Rails
Big Data	Javascript	Rapid Prototyping
Bioinformatics	jQuery	Redis
Blockchain Developers	LAMP	Ruby
Book Authoring	Linux	Security
Branding	Logo Design	Shopify Customization
C	Lua	Sound Design and Composition
C#	Machine Learning Engineers	Sysadmin
Electrical Engineering	Microcontroller Programming	Teaching and Training
Embedded Development	Mobile Design	Technical Writing
Ember.js	Mobile Development	Titanium
Expert Testimony	Mobile Web	Twitter API
Expert Witness	MongoDB	Twitter Bootstrap
Facebook API	MySQL	UI/UX
Front-end Markup (HTML, CSS)	Networking	Unity3D
Fullstack	Node.js	Video Production
Game Design	Objective-C	Visual Design
GIS	OpenGL	Vulnerability Assessment
Google App Engine	Perl	Web Design
Google Glass SDK	Photography	Web Development
Google Maps API	Photoshop	Wordpress Customization
Growth Hacking	PHP	YUI

> Case study: FIREEYE™

We interviewed Sanjeev Williams, Sr. Director, Product Development at FireEye, a premier cyber security company that protects you before, during, and after a breach.

10x: Why did FireEye originally reach out to 10x?

Sanjeev: As a startup (Invotas) we had just recently decided to re-architect our product. The plan was to unveil it at a very large cyber security conference, but we were falling behind schedule. I needed someone that was talented enough to make up our lost hours, but also would come up to speed quickly. I needed value delivered in a short amount of time. The 10x brand highlights the fact that they have the best tech talent to help you reach your goals. I decided to give it a shot.

10x: What was hard about finding the right people before?

Sanjeev: Finding front-end development talent as a start up was extremely difficult. Finding good technical talent in general, in the DC area, is hard. So part of the problem was location, but the other part was not necessarily knowing what you needed. In the case of our original reason to bring 10x in to solve our problems, we had front end developers. We just didn't have enough and the ones we did have also did not have the right skill sets for the new architecture.

10x: What were FireEye's requirements?

Sanjeev: I needed someone to step in and do 3 things: 1. Come up to speed quickly on the technology, product and features. 2. Work diligently on specific epics and features to reach our first milestone. 3. Own it. I needed someone that could lead through example and teach the rest of the team.

10x: What was it like working with 10x?

Sanjeev: Extremely easy. The first resource I got was a godsend. He saved us that year at RSA. I later hired that person to lead my front end team. The second person, likewise. He was a backend infrastructure architect and has built (and rebuilt) our infrastructure, tooling, and virtual appliance. In 4 months he got us from having zero infrastructure for automated testing and release building to being a well oiled machine. The 10x talent speaks for itself, but obviously it takes time and direction from the client to guide those resources, so you have to be able to put that time in. Working with the 10x arm is also extremely easy. I've used 10x at a larger startup as well and they are very flexible working through contracts, background checks, etc. Super easy.

10x: Would you hire 10x again and/or refer to other companies?

Sanjeev: Yes.

10x: How has working with 10x changed FireEye?

Sanjeev: See above. But it has given me the ability to keep a lean staff and surge when I need to, with a high degree of confidence that the resource coming in is going to be able to deliver value very quickly. That's pretty important for any company, but especially those that need to keep a lower cost structure stateside as more development is moving overseas.



> LET'S TALK

We'd love to discuss your projects and needs to see if there's a fit.

Contact us

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