



CTI: A Model of Consistency Among the Changing Landscape of the CRO Industry

In an age of mergers and acquisitions across the CRO industry, it is important to consider the impact on development programs of pharmaceutical and biotech companies striving to bring life-changing therapies to patients.

These deals are creating mega CROs with increased services, capacity, and geographic capabilities. But do these major deals equate to a better service provider or is there a risk of diluting the expertise and core competencies of one or both organizations by quickly folding systems, culture, and knowledge into a single entity? These deals can come with layoffs, resulting in loss of expertise, overloaded workforces, and limited resources available for new, innovative initiatives.

Another potential implication of large merger and acquisition deals is the reprioritization of clients.

A client that was once viewed as instrumental to the success of the service provider may shift in the mix of large functional service provider agreements, multi-thousand patients trials, and full program awards as a result of a major acquisition deal. While CTI's depth of service offerings and geographic coverage solutions matches the needs of our sponsors and

their therapeutic areas, we maintain our position as a privately held firm with consistent and steady growth based predominantly on organic means.

We differ from the newly formed mega-CROs in several ways.

CTI FACT:

CTI's founding executives continue to maintain active leadership roles and retain all ownership.

One of the most unique and most impactful to our clients is that strategy directives are set by the executives who founded our company nearly two decades ago and still maintain active leadership roles and current ownership. With accountability staying internal versus external, we have the ability to fluidly evaluate and redirect business strategies, and growth opportunities based on current landscape rather than short-term investment milestones that often are the driving force behind the mega-CRO model. A few of our defining characteristics that are unique among global CROs include:

CTI FACT:

CTI's director and manager level personnel have an average tenure of **more than 6 years.**

Consistent leadership vision
High level of executive involvement
Positive/conservative corporate culture - no layoffs, no debt
Significantly higher employee retention compared to industry

CTI FACT:

CTI has enjoyed a **95%** average annual retention rate for the last 10 years.

CTI FACT:

CTI has had **no layoffs** in our 18 year history.

standards Freedom to hire and ability to retain therapeutically experienced personnel Manageable workloads allowing for adequate attention to each project Flexibility to make quick adjustments as needed based on changing competitive landscape or evolving regulatory requirements (ie, flat organization) Strategic consulting support to provide full service coverage spanning the development spectrum Continued therapeutic focus resulting in the maintenance of academic relationships important to our sponsors programs Excellent repeat business award rate While the mega-CRO model may have its benefits, it is important to evaluate the needs of each program to ensure the best suited service provider is selected.

“At CTI, we operate with an emphasis on stability and quality versus quantity of services; we know that the success of our business is directly tied to the success of our clients. This always has been and remains the driving force behind our team.”
-Lynn Fallon, President & Co-Founder