

Criteria \ Cooperation models	Fixed price	Time and materials	Dedicated developer / team
Detailed specification	Required	Not required	Not required
Plan of work	Strict	Flexible	Flexible
Changes	Allowed at extra charge	Allowed	Allowed
Dedicated human resources	No	No	Yes
Work schedule	Part-time	Upon agreement	Full-time (on average 168 hours per month)
Developer's availability	Not disclosed	Upon agreement	Permanent during working day
Hourly rate	High	Moderate	Low
Idle time	N/A	N/A	Paid by customer
Ukrainian Bank Holidays	N/A	N/A	Paid by customer
Annual 4 weeks vacation (as per Ukrainian law)	N/A	N/A	Paid by customer
Days-off	N/A	N/A	To be worked out by developer or deducted from monthly fee
Overtimes	N/A	N/A	Paid by customer
Tariff	Fixed amount	Rate per hour	Monthly rate
Payment scheme	50% – Upfront payment 50% – Once approved	Monthly	Monthly
Deposit	50%	50%	Equivalent to 1 team-month
Client's involvement	Low	High	Adjustable
Project duration	Up to 2 months	Up to 6 months	More than 6 months
Average time to start	1 week	2-4 weeks	1-2 months
Support and bugs fixing	1 month subscription	N/A	N/A
Retention of knowledge	Low	Low	High
Retention of developers	Low	Low	High
Training Programs	Absent	Absent	According to the customer's specific requests
Dedicated hardware and software infrastructure	No	No	Yes
Intellectual property	Belongs to customer	Belongs to customer	Belongs to customer