



⚡ Execution Latency Profile

TOTAL TURNAROUND

STEPS LOGGED

TOTAL TOKENS (I/O)

52.72s**20****79,311**

Latency Timeline

[Enterprise] LLM Orchestration & Reasoning **2.37s**

[Enterprise] Graph API Search **1s**

[Public Web] Web Research Orchestration **4.79s**

[Enterprise] LLM Final Synthesis **1.83s**

[Enterprise] Graph API Search **0.82s**

[Enterprise] LLM Final Synthesis **1.62s**

[Enterprise] Document Markdown OCR **2.07s**

[Enterprise] LLM Final Synthesis **3.16s**

Agent Reasoning Trace

Secure Enterprise Proxy Workflow

THOUGHT

I need to search the enterprise database for relevant information before proceeding.

TOOL

_search_sharepoint_documents

ARGS

{'query': 'CFO compensation'}

[Enterprise] Graph API Search	0.74s	frontend	growth-stage tech company benchmarks salary equity bonus'}
[Enterprise] LLM Final Synthesis	1.93s		
[Enterprise] Graph API Search	0.82s		RESPONSE _search_sharepoint_documents
[Enterprise] LLM Final Synthesis	1.79s		
[Enterprise] Document MarkItDown OCR	1.88s		RESULT {'result': '[]'}
[Enterprise] LLM Final Synthesis	3.95s		
[Enterprise] Graph API Search	0.7s		THOUGHT I need to search the enterprise database for relevant information before proceeding.
[Enterprise] LLM Final Synthesis	1.37s		
[Enterprise] Graph API Search	0.69s		
[Enterprise] LLM Final Synthesis	5.17s		
[Enterprise] Document MarkItDown OCR	2.2s		TOOL _search_sharepoint_documents
[Enterprise] LLM Final Synthesis	18.63s		
			ARGS {'query': 'CFO compensation executive tech growth'}
			RESPONSE

```
_search_sharepoint_documents
```

RESULT

```
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```

ANALYSIS

The search results found relevant files. I must now extract their text using MarkItDown OCR to synthesize the final answer.

TOOL

```
_read_document  
_content
```

ARGS

```
{'item_id':  
'01X0LSUZSAWNV  
T5NNTRHLDERK  
OTRV2D2'}
```

RESPONSE

```
_read_document  
_content
```

RESULT

```
{'result':  
'CONFIDENTIAL  
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[TRUNCATED]

THOUGHT

I need to
search the
enterprise
database for
relevant
information
before
proceeding.

TOOL

_search_sharep
oint_documents

ARGS

{'query': 'CFO
compensation
benchmarks
survey report'

```
tech growth  
stage base  
bonus equity'}
```

RESPONSE

```
_search_sharepoint_documents
```

RESULT

```
{'result':  
  []}
```

THOUGHT

I need to search the enterprise database for relevant information before proceeding.

TOOL

```
_search_sharepoint_documents
```

ARGS

```
{'query':  
  'CFO'}
```

RESPONSE

```
_search_sharepoint_documents
```

RESULT

```
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        Shared  
        Documents/03_C  
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        op.sharepoint.  
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        ncialDocument/  
        Shared  
        Documents/01_F  
        i...  
  ] [TRUNCATED]
```

ANALYSIS

The search results found relevant files. I must now extract their text using MarkItDown OCR to synthesize the final answer.

TOOL

```
_read_document  
_content
```

ARGS

```
{'item_id':  
'01X0LSUZQLQ5Y  
ASLXA2FDZYFHGQ  
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```

RESPONSE

```
_read_document  
_content
```

RESULT

```
{'result':  
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Technologies Corporation\n\n1847 Innovation Boulevard, Suite 2400\n\nSan Francisco, CA 94105\n\nPrepared by:\n\nGlobal Advisory Partners LLP\n\nFinancial Audit & Assurance Division\n\nReport Date: December 15, 2024\n\nEngagement Reference: FA-2024-MTC-0847\n\nPage 1/18 | Financial Audit Report FY2024\n\nCONFIDENTIAL - FOR INTERNAL USE ONLY\n\nExecutive Summary\n\nThis report is intended for internal use only and is not to be distributed outside the organization without prior approval from the audit committee.

THOUGHT

I need to search the enterprise database for relevant information before proceeding.

TOOL

```
_search_sharepoint_documents
```

ARGS

```
{'query': 'CFO  
"offer letter"  
OR "employment  
agreement" OR  
"compensation  
package"  
tech'}
```

RESPONSE

```
_search_sharepoint_documents
```

RESULT

```
{'result':  
'[]'}
```

THOUGHT

I need to search the enterprise database for relevant information before proceeding.

TOOL

```
_search_sharepoint_documents
```

ARGS

```
{'query':  
  '"executive  
  salary study"  
 OR  
  "benchmarking  
  report" CFO  
  tech growth'}
```

RESPONSE

```
_search_sharep  
oint_documents
```

RESULT

```
{'result':  
  '[]'}
```

ANALYSIS

The search results found relevant files. I must now extract their text using MarkItDown OCR to synthesize the final answer.

TOOL

```
_read_document  
_content
```

ARGS

```
{"item_id":  
'01X0LSUZRTVDT  
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RESPONSE

_read_document
_content

RESULT

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Corporation\n\  
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SYNTHESIS

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  }]
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}
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🌐 Public Web

Intelligence Workflow

SYNTHESIS

A competitive compensation structure for a CFO at a growth-stage tech company typically combines a base salary, substantial equity, and performance-based incentives.

* **Base Salary:** For early-stage tech startups, base salaries for CFOs generally range from \$150,000 to \$250,000, while mid-market CFOs can command \$350,000 to \$399,000, with total compensation significantly increasing at later stages or for enterprise roles. Tech sector CFOs often command premium packages, with compensation ranging from \$400,000 to \$1.2 million, with specific locations like the Bay Area offering higher rates.

*

Equity: Equity is a critical component, especially in earlier-stage companies, where it can represent a larger portion of total

compensation due to lower cash salaries. CFOs at early-stage startups (pre-Series A) might receive 1% to 3% equity, while those in venture-backed startups (Series A to C) typically get 0.5% to 1.5% equity, which usually vests over four years with a one-year cliff.

*

****Performance-Based Incentives:**** Annual cash bonuses are common, often ranging from 30% to 60% of the base salary for mid-market CFOs, and are usually tied to metrics such as EBITDA/operating income, revenue growth, free cash flow, and strategic goals.

