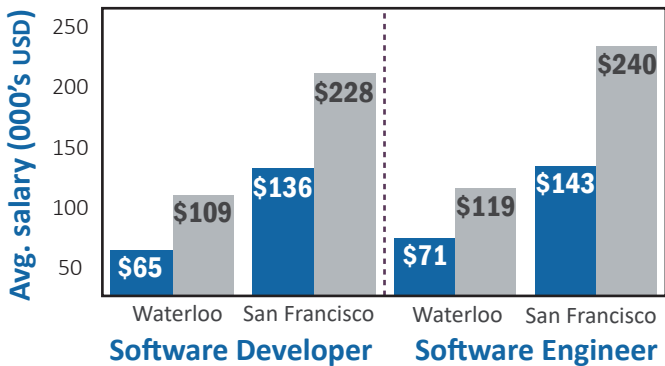


COMPARING WATERLOO'S COSTS TO SAN FRANCISCO

Waterloo and San Francisco are both centres of innovation, but **Waterloo has a huge cost advantage.**

MORE EXPERIENCED TALENT... FOR LESS

SALARIES IN SOFTWARE



EMPLOY UNIVERSITY OF WATERLOO TALENT

HIRE ENGINEERING CO-OP STUDENTS in their 5th yr for **\$2,800 USD*/month**

*This figure includes Ontario Government Co-operative Education Tax Credit of \$3,000

EMPLOY EXPERIENCED GRADS

Co-op students enter the workforce with **2 YEARS** of relevant work experience

AVOID LICENSING FEES with UWaterloo's **INVENTOR OWNED INTELLECTUAL PROPERTY (IP) POLICY**

WATERLOO CAN SAVE YOU MONEY

3+ YEARS

employee retention rate for software engineers



27.8% ONTARIO R&D COST ADVANTAGE with Canada's R&D Tax Credits

Ontario-based businesses spend



64% LESS ON EMPLOYER HEALTHCARE costs than businesses in the U.S.

REDUCED OVERHEAD COSTS

OFFICE RATES



Average Asking Rate (per square foot)

Waterloo **\$11 USD**

San Francisco **\$74 USD**

Co-work space for 6 people (per month)

Waterloo **\$1,800 USD**

San Francisco **\$3,200 USD**

RESEARCH COSTS

when partnering with a university

PhD Student Costs (per year)

Waterloo **\$15,000 - \$19,000 USD** San Francisco **\$24,000 - \$44,000 USD**

Who Funds Professor Salaries

Waterloo **100% University funded** San Francisco **Company pays for time spent**

Company's Charge of University Overhead

Waterloo **30% - 40%** San Francisco **50% - 70%**



WATERLOO EDC
inventing the future

waterloedc.ca Telephone: 519.747.2541
info@waterloedc.ca Toll Free: 1.866.233.5133

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