



Tier-1 U.S.	HOURLY		MONTHLY		SALARY	
Experience Level	Rate Estimate (Low)	Rate Estimate (High)	Rate Estimate (Low)	Rate Estimate (High)	Salary Estimate (Low)	Salary Estimate (High)
MID (3-5 yrs)	\$105	\$132	\$16,228	\$17,836	\$111,000	\$122,000
SENIOR (6-10 yrs)	\$140	\$158	\$20,417	\$22,361	\$147,000	\$161,000
TECH LEAD (11+ yrs)	\$167	\$185	\$25,897	\$27,179	\$202,000	\$212,000

Tier-2 Canada	HOURLY		MONTHLY		SALARY	
Experience Level	Rate Estimate (Low)	Rate Estimate (High)	Rate Estimate (Low)	Rate Estimate (High)	Salary Estimate (Low)	Salary Estimate (High)
MID (3-5 yrs)	\$96	\$112	\$14,835	\$16,305	\$94,350	\$103,700
SENIOR (6-10 yrs)	\$119	\$142	\$18,268	\$20,007	\$124,950	\$136,850
TECH LEAD (11+ yrs)	\$142	\$170	\$23,847	\$25,028	\$171,700	\$180,200