

NEARSHORING

COST EFFECTIVE.

The US dollar buys \$1.32 Canadian dollars. We have great tax subsidies for R&D projects. And the lower cost of living here is reflected directly by our lower cost of software development.

TALENT.

Victoria is a small town with a big tech scene. Bigger than tourism, in fact, and growing at 18% just last year. 900 tech companies, 10 federal research labs, 2 Universities and a college... not bad for a small town.

Victoria is a magnet for talented mobile professionals. Well known as the most livable city in Canada with its excellent climate, vibrant arts, entertainment and food and drink culture, ubiquitous bicycle infrastructure. We are surrounded on three sides by water and with world-class skiing and the rugged West Coast a short drive away. You can afford a house within walking distance of downtown. Suffice it to say that the lifestyle here is amazing, and this attracts the top talent.

PROXIMITY.

Victoria is 45 mins from Seattle by floatplane. We can be in your downtown office faster than some of your employees. At two hours our direct flights to San Francisco take a little longer, but it's well worth it. Come up and visit!

NO BARRIERS.

ROK can help navigate compliance paperwork, if required (W-8BEN, W-8ECI, H-1B Visa).

Same Time Zone. Effortless web meetings. No 6AM or 7PM conference calls overseas. No long flights.

No language barrier or cultural gaps. The only significant difference might be that hockey means a bit more to us. OK, *a lot more*. Oh, and its *Back Bacon*, not *Canadian Bacon*.

