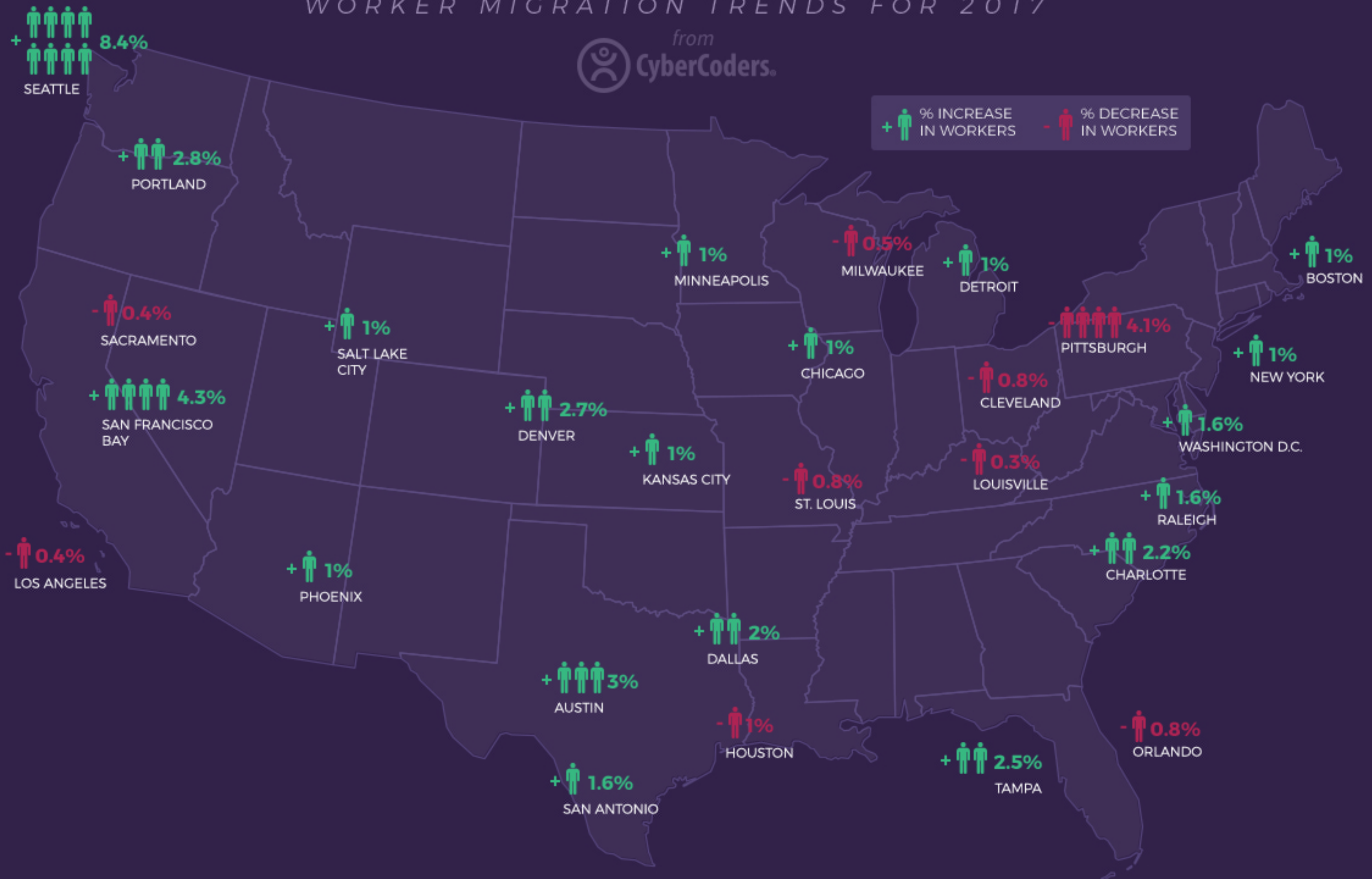


WHERE DO WE WORK?

SOFTWARE DEVELOPERS

WORKER MIGRATION TRENDS FOR 2017

from
CyberCoders.



MOST POPULAR CITIES

AND THE REASONS WHY PEOPLE ARE MOVING

Seattle +8.4%

- **It's All About Amazon.** The company's new Seattle headquarters is home to 25,000+ employees, and they're currently hiring 10,000 more.
- **Affordable Housing.** Seattle's cost of living, although rising, offers more bang for your buck than any other US city. The average salary (adjusted for cost of living) is \$180k, compared to San Francisco's \$134k. A big contributing factor: Washington has no state income tax.

San Francisco +4.3%

- **Tech Hub of the World.** (#SiliconValley #Duh) Google, Facebook, Uber...need we go on?
- **Connections and Opportunity.** Not only are you surrounded by some of the biggest tech companies in the world, you're also surrounded by like-minded and tech-savvy individuals. Opportunities for career growth and start-up success is high.

Austin +3%

- **Supportive and Vibrant Culture.** People really like living in Austin. The supportive and friendly business climate, mixed with the vibrant music and food scene make it a great city for people to enjoy every aspect of their lives.
- **Low Cost of Living.** Your salary may not be as high as it would be in the Bay Area, but your housing costs won't be, either. Of the top three cities developers are migrating to, Austin offers the most reasonable cost of living.