Greater Montréal: AI for Health Hub
The world's best economic promotion agency at your service
01 Life Sciences: A Strategic Sector for Québec
02 A Unique Interconnected & Collaborative Ecosystem
03 A Deep and Growing Pool of Highly Qualified Talent
04 Attractive Operating Costs and incentives
05 Montréal International’s Personalized, Free and Confidential Services
Top reasons to invest in AI for health in Greater Montréal

**A world-leading AI hub**
- Top 3 Best Places to Invest in AI in North America
- Google, Microsoft, Facebook, Novartis, and many more major companies developed AI research labs in Montréal
- Cutting-edge expertise developed by researchers such as Yoshua Bengio, Joëlle Pineau, Doina Precup, Hugo Larochelle and Irina Rish

**A highly qualified workforce**
- Canada’s University Capital
- 600+ researchers MSc, PhD, post-doc and applied AI students at Mila, the world’s largest academic research lab in deep learning and machine learning
- 19,500 workers with AI skills
- 46,000+ jobs in life sciences and health tech in private companies
- Several thousand researchers in public organizations

**Many opportunities for funding & collaboration**
- More than $3 billion in AI investments announced in Greater Montréal since 2016
- World leaders, including Google, Microsoft and Facebook, opened AI research labs in Montréal in the last few years
- Numerous possibilities for collaboration between researchers and the industry with Scale AI, Prompt, and others

**An ethical AI framework**
- At the forefront of AI for good initiatives with Montréal Declaration for responsible AI development
- Home of the International Centre of Expertise for the Advancement of Artificial Intelligence (ICEMAI) and the International Observatory on the Societal Impacts of AI and Digital Technology (OBVIA) fostering responsible AI
A few of the world leaders developing their AI expertise in Montréal

2016
- Google opens Google Brain Montréal headed by Hugo Larochelle
- Microsoft acquires Maluuba and announces it will hire 40 AI specialists
- IBM opens an AI lab
- Facebook Research opens Facebook AI Research headed by Joëlle Pineau, Associate Professor at McGill University
- DeepMind opens its second international AI lab in Montréal
- Thales picks Montréal for new AI global hub
- Boreal AI RBC opens an AI lab

2017
- Google proposes Maluuba and announces it will hire 40 AI specialists
- IBM opens an AI lab
- Facebook Research opens Facebook AI Research headed by Joëlle Pineau, Associate Professor at McGill University
- DeepMind opens its second international AI lab in Montréal
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- Boreal AI RBC opens an AI lab

2018
- Research opens an AI lab and hires Geoff Gordon
- techstars opens an accelerator in partnership with Real Ventures
- Havas Group creates an AI innovation centre
- Huawei opens an AI lab
- Facebook Research expands its lab to accommodate up to 60 researchers
- Samsung opens an AI Centre
- Good AI becomes the first VC from Silicon Valley to open an office in Montréal
- Quantum Black opens an AI office

2019
- Denso opens an AI innovation lab
- Corning opens an AI lab
- Ericsson launches its global AI accelerator
- Unity opens an AI lab
- Novartis establishes a strategic alliance with Québec AI Institute Mila

2020
- Google announces major expansion in Montréal
- Behavox chooses Montréal for its most important expansion
- Biome opens its Canadian innovation hub
- Servier establishes an AI innovation hub
- opens its AI hub in Montréal

2021
- AspenTech opens its new AIoT hub

Other foreign companies that have chosen Greater Montréal

- WAM Minds
- BIOS
- axionable
- BusPatrol
- Samasource
- Petro.A
- VIA
- Zesty.ai
- BoAST.AI
- colectively

2016-2021
01
Life Sciences: A Strategic Sector for Québec
Québec’s ambitious Life Sciences Strategy

Two priority niches to position Québec internationally

1. Precision medicine
2. Big Data in the health sector

Four key objectives

1. Increase Investment in research and innovation in all life sciences
2. Foster the creation of innovative companies and ensure their growth
3. Attract new private investment
4. Further integrate innovation into health and social services network

Two goals

1. Attract $4 billion of private investment in Québec by 2022
2. Make Québec one of the Top 5 North American life sciences clusters by 2027

Source: 2017-2027 Québec Life Sciences Strategy.
A Unique Interconnected & Collaborative Ecosystem
Montréal has developed an internationally acclaimed expertise in several fields

<table>
<thead>
<tr>
<th>Field</th>
<th>Icon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oncology</td>
<td><img src="image" alt="Oncology Icon" /></td>
</tr>
<tr>
<td>Cardiovascular and metabolic diseases</td>
<td><img src="image" alt="Cardiovascular Icon" /></td>
</tr>
<tr>
<td>Neuroscience and mental health</td>
<td><img src="image" alt="Neuroscience Icon" /></td>
</tr>
<tr>
<td>Infectious diseases</td>
<td><img src="image" alt="Infectious Icon" /></td>
</tr>
<tr>
<td>Aging</td>
<td><img src="image" alt="Aging Icon" /></td>
</tr>
<tr>
<td>Cellular therapy, regenerative medicine</td>
<td><img src="image" alt="Cellular Therapy Icon" /></td>
</tr>
<tr>
<td>Medical imaging and cytometry</td>
<td><img src="image" alt="Medical Imaging Icon" /></td>
</tr>
<tr>
<td>Precision medicine (genetics, genomics and proteomics)</td>
<td><img src="image" alt="Precision Medicine Icon" /></td>
</tr>
<tr>
<td>Big data and artificial intelligence</td>
<td><img src="image" alt="Big Data Icon" /></td>
</tr>
<tr>
<td>Rare diseases</td>
<td><img src="image" alt="Rare Diseases Icon" /></td>
</tr>
</tbody>
</table>
Québec’s life sciences and health tech ecosystem is among the largest in North America

Distribution of jobs in the LSHT industry in Québec in 2020 (in number of jobs and %)

- Biopharmaceuticals: 20,410 (44%)
- Pharmaceutical products wholesalers and distributors: 9,530 (21%)
- Natural health products: 2,530 (5%)
- Medical technologies: 13,990 (30%)

1,000+ companies

46,000+ jobs in private companies

Several thousand researchers in public organizations

80 % of Québec's ecosystem is based in Greater Montréal

Major hub to boost business partnerships throughout the region

Click here to visit our interactive map of companies

Legend
- Industrial Park / innovation cluster
- University Hospital Centre
- University

Trudeau International Airport

Innovation centre – fall 2020
Numerous foreign companies have chosen Greater Montréal to expand their operations
World-renowned scientific excellence centres and infrastructures

Montréal is reputed for its **collaborative approach** (Research – Industry – Government)

Recent major investments in **cutting-edge infrastructures**:  

<table>
<thead>
<tr>
<th>Centre hospitalier de l’Université de Montréal (CHUM)</th>
<th>McGill University Health Centre (MUHC)</th>
<th>CHU Sainte-Justine, Mother &amp; child university Hospital Centre</th>
</tr>
</thead>
<tbody>
<tr>
<td>500,000 ambulatory visits/year</td>
<td>220,000 ambulatory visits/year</td>
<td>80,000 ambulatory visits/year</td>
</tr>
</tbody>
</table>

Examples of flagship programs to accelerate discovery, development and commercialization

**Pharma/biotechs**

- **adMare BioInnovations**: Life Sciences & Health Technology Innovation Hub including the Néomed Innovation Centre, hosting subcontractor research organizations, biotech companies and consultants

- **IRICoR**: Accelerating discovery and commercialization of highly innovative therapies in oncology by strong partnerships with industry

- **CQDM**: Development of breakthrough tools and technologies that enhance biopharmaceutical R&D productivity

- **C3i**: One-stop shop for the development, translation and commercialization of ground-breaking cancer immunotherapies treatments

- **CATALIS**: Office mobilizing all stakeholders involved in early clinical research in Quebec

**Health Tech**

- **Transmedtech Institute**: Transdisciplinary and intersectoral open innovation ecosystem or living lab – To develop next generation medical technologies

- **CENTECH**: The ÉTS business incubator and accelerator, ranked among the 20 top performing university incubators in the world. One of two key sector is medical device

- **DISTRICT 3**: Startup accelerator and entrepreneurial community located within Concordia University

- **MEDTEQ**: Consortium for industrial research and innovation in medical technology

- **Health Tech Campus/Campus des technologies de la santé (CTS)**: Accelerator for medical technology companies
Top AI accelerators and incubators to help develop tomorrow’s breakthroughs in life sciences

**techstars_Montreal AI Accelerator**
This program focuses on advancing the development and application of AI across industries and markets.

**CREATIVE DESTRUCTION**
A partnership with HEC Montréal, this program focuses on AI and data science to capitalize on Montréal’s expertise in the sector.

**NEXTAI**
This program is for early or idea stage AI-enabled startups.

**McGILL DOBSON CENTRE FOR ENTREPRENEURSHIP**
Recognized as one the world’s top incubator programs by UBI Global’s Top 20 University Business Incubators for 2019–20. It offers programs for startups at every juncture of their growth.

**CENTECH**
Recognized as one the world’s top incubator programs by UBI Global’s Top 20 University Business Incubators for 2019–20. The program for AI startups is run in partnership with Thales.

**FounderFuel**
This program provides structured and unstructured mentoring and coaching by proven entrepreneurs over a four-month residency program for two cohorts of 8 to 10 companies per year.

**TANDEM LAUNCH**
This program specializes in the consumer electronics technology market, with a special interest in companies leveraging AI.

**MEDXLAB**
Program for digital health created by Centre québécois d’innovation en biotechnologie (CQIB) and Campus des technologies de la santé (CTS).
Strong venture capital funding from various players in Québec

- More than **US$2.7 billion in VC investments** between 2018 and 2020 in Montréal
- 6 of the 10 most active VCs in Canada in 2020 are based in Montréal
- Example of funding for life sciences companies:
  - **KlayaCare** raised **US$185 M** (2021)
  - **KlayaCare** raised **US$37 M** (2020)
  - **Ventus Therapeutics** raised **US$100 M** (2021)
  - **Ventus Therapeutics** raised **US$60 M** (2020)
  - **Repare Therapeutics** raised **US$82.5 M** (2019)
  - **Milestone Pharmaceuticals** raised **US$80 M** (2018)
  - **Dialogue** raised **US$30 M** (2020)

Mila, a thriving AI hub in the Mile-Ex neighbourhood

- With 600+ researchers, Mila is the world’s largest academic research lab specialized in deep learning and reinforcement learning
- A collaborative ecosystem of AI researchers, startups and major companies
- Examples of global strategic partners within Mila:

The Mila network: access to high-level AI partners

Creating digital solutions to optimize health care delivery, reduce costs and improve health outcomes

Development of AI tools to accelerate understanding of the behavior of molecules when confronted with a virus or bacteria for the creation of new vaccines and drugs

Take advantage of deep learning for drug design and make these technologies more widely available to R&D organizations

Design of an evolving AI-based question-and-answer telemedicine platform to establish a preliminary diagnosis and collect all relevant results

Using AI to understand the biological mechanisms of disease, the design of molecules, or the prediction of clinical responses and safety profiles to facilitate clinical testing

Valorization of the unexplored data generated in order to transform the way therapies are developed

Leveraging machine learning and advanced computational methods to accelerate drug discovery and development

Opening of Novartis Biome Canada, an innovation centre that uses the AI ecosystem to accelerate the use of health technologies

Opening of Novartis Biome Canada, an innovation centre that uses the AI ecosystem to accelerate the use of health technologies
A unique centre of excellence: IVADO (Institute for Data Valorisation)

More than **1,400** scientists (professors, professionals and students) with complementary areas of expertise

Close to **150** members and partners

Over **270** collaborative research projects

YOSHUA BENGIO
One of the founders of the deep learning movement and winner of the prestigious Turing Award 2018
Founder and Scientific Director of Mila

JOËLLE PINEAU
Co-director of the Reasoning and Learning lab at McGill University
Head of the Facebook AI Research lab in Montréal

IRINA RISH
Associate Professor at the Université de Montréal and world renowned AI scientist
Holder of a new $35M Canada Excellence Research Chair and core member of Mila
The International Centre of Expertise for the Advancement of Artificial Intelligence (ICEMAI) launched in Montréal

- Spearheaded by Montréal International as part of the Global Partnership on Artificial Intelligence (GPAI)
- It is one of the two centres of expertise along with the centre in Paris who will work closely with the GPAI Secretariat, housed at the OECD
- ICEMAI will support two of the four themes the GPAI will be working on: responsible use of AI and data governance
- It will also analyze measures to strengthen our national capacity to commercialize and adopt AI-related technologies

- $15M investment by the Government of Québec and the Government of Canada
- A collaboration of industry, the scientific community and civil society:

  In addition to local and international experts
Digital Health and Discovery Platform (DHDP), a Canadian initiative to accelerate precision medicine through Big data and AI

- **$49M Federal Government Awards to Terry Fox Research Institute and Montréal’s Imagia led Consortium to Accelerate Medical Breakthroughs**
- The joint project aims to unlock data-driven discoveries in cancer and other diseases to unleash the full potential of personalized healthcare.
- This award, together with $108M in cash and $165M in in-kind contributions from consortium partners, supports the DHDP that will combine Canadian expertise in AI and precision medicine.

- **97-members across 9 provinces**: 31 healthcare institutions, 9 SMEs and 10 large enterprises, 7 universities, 22 research foundations, granting agencies and NGOs, and all 4 major Canadian AI research labs from Québec, Alberta and Ontario including:

![Image of logos of various institutions]
Examples of Montréal-based companies using AI in healthcare

**IMAGIA**: developing radiomics biomarkers and clinical decision support systems

**My Intelligent Machines**: accelerating post genomic research by leveraging AI & bioinformatics

**QUANTUMBLACK**: using data, analytics, and design to optimize how drugs are brought to market

**InVivo AI**: facilitating accurate toxicity screening in the earliest phases of drug discovery

**Corstem**: medical imaging analysis and computer vision, using machine learning

**Informed experiments**: distilling the complexity of gene interaction networks with AI algorithms to accelerate cancer research

**Precision analytics**: predictive analytics and cloud computing to handle large datasets

**Diagnos**: early detection of critical health issues through the use of AI

**Mr Young**: AI-powered chatbot designed to help cope with anxiety

**Myelin**: AI synthesis of ASD scientific data

**Innovie Health**: AI solution to drive the most accurate care management strategy for healthcare system

**AFX Medical**: AI-powered radiology tools intended to treat brain disease

**BIOS**: developing neural interfaces to enable AI-based treatments on organs and nerve systems throughout the body

**Zilia**: combines imaging, spectrometry and AI for the detection of biomarkers involved in ocular, neurological and systemic conditions
Key initiatives at CHUM to facilitate data access and the use of AI

Data lake project CITADEL

- The Center for the Integration and Analysis of Medical Data (CITADEL) of the Centre hospitalier de l’Université de Montréal (CHUM) is one of the initiatives adopted to facilitate learning, teaching and communication:
  - 20 integrated information systems
  - 19.4 million episodes of care
  - 3.6 million patient data

School of AI in Healthcare (SAIH)

- Devoted to the study of the social, legal and ethical implications of AI in the health sector
- Doctors and researchers at the CHUM are pursuing 80 projects involving artificial intelligence
Montréal is home to Canada’s AI cluster headquarters

SCALE AI
Canada’s AI supply chain supercluster

Québec’s AI organization fostering the development of Québec’s AI ecosystem

Other health-related Canadian superclusters

a cross-industry collaboration in healthcare, communications, technology

The Innovative Manufacturing supercluster: manufacturing 4.0
At the forefront of AI for good initiatives

- **For ethical & responsible AI**

  < >

  Montréal Declaration Responsible AI_

  An initiative of the Université de Montréal

  Since December 2018
  more than 1,900 signatures
  from citizens and 108 organizations

- **Research centres with AI for good initiatives**

  **Mila**

  Fostering a dialogue on the socially responsible use of AI and the development of social and environmental applications.
  Montréal's AI4Good lab aims to get more women working in Artificial Intelligence and other events

  **HumanIA**

  Directing AI towards the common good through humanistic and multidisciplinary studies and research

  **inven.T**

  Catalyst for techsocial and responsible innovation projects

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TechAide AI4Good Conference and Hackathon 2020

SINCE ITS OFFICIAL LAUNCH IN 2016, TECHAIDE HAS RAISED $1.34M FOR CENTRAIDE
A Deep and Growing Pool of Highly Qualified Talent
The best student city in the Americas and Canada's university capital

- **Canada’s university capital:**
  11 university institutions and 60 colleges

- **320,000 post-secondary students,**
  including **more than 200,000 university students**
  and **35,500 international university students**

- **1st in Canada for university research funding**
  with $1.34+ billion yearly

Best student city in the Americas tied with Boston
QS Best Student Cities Rankings 2022

A pool of highly qualified workers

<table>
<thead>
<tr>
<th>Life sciences and STEM-related occupations in Greater Montréal</th>
<th>Employees in 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life sciences professionals (including chemists, chemical engineers and biologists, etc.)</td>
<td>12,800</td>
</tr>
<tr>
<td>Other engineers (including Industrial, manufacturing and computer engineers)</td>
<td>15,900</td>
</tr>
<tr>
<td>Computer and information systems professionals</td>
<td>96,700</td>
</tr>
<tr>
<td>Mathematicians and statisticians</td>
<td>3,200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>134,500</strong></td>
</tr>
</tbody>
</table>

A new generation ready to take over

More than 14,000 university students are enrolled in artificial intelligence and data-related programs in Greater Montréal:

<table>
<thead>
<tr>
<th>AI-related University programs</th>
<th>Students enrolled 2019-2020</th>
<th>University graduates 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Sciences</td>
<td>10,181</td>
<td>2,061</td>
</tr>
<tr>
<td>Computer Engineering and Computer Science</td>
<td>2,328</td>
<td>464</td>
</tr>
<tr>
<td>Mathematics</td>
<td>1,416</td>
<td>313</td>
</tr>
<tr>
<td>Applied Mathematics</td>
<td>168</td>
<td>33</td>
</tr>
<tr>
<td>Probabilities and Statistics</td>
<td>203</td>
<td>51</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>14,296</strong></td>
<td><strong>2,921</strong></td>
</tr>
</tbody>
</table>

A labor pool of AI and tech-related specialists

<table>
<thead>
<tr>
<th>AI-related jobs</th>
<th>Employees in 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information Systems Analysts and Consultants</td>
<td>46,500</td>
</tr>
<tr>
<td>Computer Programmers</td>
<td>40,300</td>
</tr>
<tr>
<td>Computer and Information Systems Managers</td>
<td>8,000</td>
</tr>
<tr>
<td>Computer Engineers</td>
<td>6,500</td>
</tr>
<tr>
<td>Software Engineers and Designers</td>
<td>4,400</td>
</tr>
<tr>
<td>Database Analysts and Data Administrators</td>
<td>9,900</td>
</tr>
<tr>
<td>Mathematicians</td>
<td>3,300</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>118,900</strong></td>
</tr>
</tbody>
</table>

* Overall workforce risk includes relocation and expatriation; mergers, acquisitions and partnerships; absenteeism; employee health and well-being programs; internal relationships; employment in general; globalization; cultural differences; and talent sources.


118,900 AI and Tech-Related specialists employed in Greater Montréal

Montréal’s workforce of + 2 million is among North America’s most dynamic and offers a high degree of stability with turnover rates well below North American averages. The turnover rate for the IT industry is 11%
There are close to 19,500 workers with AI skills in Montréal, an increase of 22% over the past 12 months.

The 40 key skills taken into account to define AI workers:

- Number of AI workers who have the skills below:
  - Python: 8,226
  - Java: 7,397
  - SQL: 7,242
  - C++: 6,993
  - Machine Learning: 6,133
  - Linux: 5,868
  - Data Analysis: 5,675
  - Algorithms: 5,497
  - JavaScript: 4,915
  - Programming: 4,778

Fastest-growing skills among AI workers over the past 12 months:

- Data Analytics: +172%
- Data Visualization: +104%
- Data Science: +95%
- Deep Learning: +60%
- Machine Learning: +54%
- Tableau: +49%
- Docker Products: +40%
- Big Data: +38%
- Laboratory Skills: +30%
- Python: +29%

*Key skills identified using LinkedIn’s Talent Insights tool are not cumulative or exclusive.
**Excluding profiles for the following titles: founder, co-founder, CEO and President.
04
Attractive Operating Costs and Incentives
Competitive operating costs among the 20 largest metro areas in Canada and the U.S.

1st clinical trials and life sciences R&D centre

1st Software development centre

2nd bio-pharma manufacturing

2nd medical devices manufacturing plant

1: Research, discovery, design, development or testing of biotechnology or pharmaceutical related products and/or medical devices.
2: Companies in this industry develop and manufacture therapeutic products and in vitro diagnostics using biotechnology.
Québec offers corporations an attractive tax treatment

<table>
<thead>
<tr>
<th>Location</th>
<th>Tax Rate (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Québec (Montréal)</td>
<td>26.50%</td>
</tr>
<tr>
<td>Ontario</td>
<td>26.50%</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>27.32%</td>
</tr>
<tr>
<td>California</td>
<td>27.98%</td>
</tr>
<tr>
<td>New Jersey</td>
<td>28.11%</td>
</tr>
<tr>
<td>Illinois</td>
<td>28.51%</td>
</tr>
<tr>
<td>New York</td>
<td>34.64%</td>
</tr>
</tbody>
</table>

**Comparison of effective corporate tax rate (%)**
Selected Canadian provinces and U.S. States, 2021

## Advantageous salaries for pharma companies

### Median annual salaries* (US$) for seven typical occupations in pharma

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Montréal</th>
<th>Toronto</th>
<th>Raleigh</th>
<th>Chicago</th>
<th>Boston</th>
<th>Newark</th>
<th>San Francisco</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laboratory Technician</td>
<td>$43,144</td>
<td>$45,999</td>
<td>$47,043</td>
<td>$52,770</td>
<td>$57,904</td>
<td>$55,750</td>
<td>$62,112</td>
</tr>
<tr>
<td>Laboratory Supervisor</td>
<td>$65,066</td>
<td>$69,318</td>
<td>$76,291</td>
<td>$86,913</td>
<td>$91,064</td>
<td>$93,936</td>
<td>$101,127</td>
</tr>
<tr>
<td>Scientific Researcher</td>
<td>$66,609</td>
<td>$70,967</td>
<td>$77,654</td>
<td>$88,356</td>
<td>$92,564</td>
<td>$95,764</td>
<td>$102,818</td>
</tr>
<tr>
<td>Pharmaceutical Detailer</td>
<td>$67,589</td>
<td>$71,946</td>
<td>$87,509</td>
<td>$91,903</td>
<td>$101,244</td>
<td>$99,874</td>
<td>$108,007</td>
</tr>
<tr>
<td>Laboratory Head</td>
<td>$73,911</td>
<td>$78,875</td>
<td>$82,156</td>
<td>$92,862</td>
<td>$100,224</td>
<td>$96,082</td>
<td>$117,247</td>
</tr>
<tr>
<td>Biochemist</td>
<td>$81,293</td>
<td>$86,506</td>
<td>$101,658</td>
<td>$112,220</td>
<td>$116,355</td>
<td>$124,745</td>
<td>$128,745</td>
</tr>
<tr>
<td>R&amp;D Manager (technical)</td>
<td>$106,358</td>
<td>$112,837</td>
<td>$144,945</td>
<td>$148,619</td>
<td>$161,382</td>
<td>$172,031</td>
<td>$177,461</td>
</tr>
</tbody>
</table>

* Base salaries based on 5 years of experience, for the Pharmaceuticals industry (NAICS 3254).
Currency exchange based on the monthly average of May 2021: US$1.00 = CA$1.2126.
## Advantageous salaries for medtech companies

### Median annual salaries* (US$) for ten typical occupations in medtech

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Montréal</th>
<th>Toronto</th>
<th>Raleigh</th>
<th>Dallas</th>
<th>Minneapolis</th>
<th>San Diego</th>
<th>Boston</th>
<th>San Francisco</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Quality Assurance Specialist</strong></td>
<td>$53,226</td>
<td>$56,865</td>
<td>$64,008</td>
<td>$66,835</td>
<td>$69,898</td>
<td>$70,235</td>
<td>$76,867</td>
<td>$81,966</td>
</tr>
<tr>
<td><strong>Clinical Liaison</strong></td>
<td>$54,887</td>
<td>$58,662</td>
<td>$63,651</td>
<td>$68,292</td>
<td>$69,685</td>
<td>$72,026</td>
<td>$74,789</td>
<td>$83,097</td>
</tr>
<tr>
<td><strong>Project Management Specialist</strong></td>
<td>$55,615</td>
<td>$59,646</td>
<td>$63,363</td>
<td>$67,690</td>
<td>$67,293</td>
<td>$69,523</td>
<td>$76,853</td>
<td>$82,299</td>
</tr>
<tr>
<td><strong>Regulatory Affairs Specialist</strong></td>
<td>$62,505</td>
<td>$66,982</td>
<td>$73,888</td>
<td>$78,783</td>
<td>$77,122</td>
<td>$80,116</td>
<td>$88,644</td>
<td>$94,956</td>
</tr>
<tr>
<td><strong>Manufacturing Engineer</strong></td>
<td>$68,290</td>
<td>$72,564</td>
<td>$83,694</td>
<td>$91,962</td>
<td>$88,976</td>
<td>$93,911</td>
<td>$97,815</td>
<td>$104,287</td>
</tr>
<tr>
<td><strong>Field Service Manager</strong></td>
<td>$72,362</td>
<td>$76,404</td>
<td>$91,794</td>
<td>$96,812</td>
<td>$96,483</td>
<td>$99,235</td>
<td>$108,584</td>
<td>$118,101</td>
</tr>
<tr>
<td><strong>Mechanical Engineer</strong></td>
<td>$76,023</td>
<td>$80,536</td>
<td>$95,517</td>
<td>$104,745</td>
<td>$100,393</td>
<td>$106,178</td>
<td>$110,255</td>
<td>$118,086</td>
</tr>
<tr>
<td><strong>Project Leader</strong></td>
<td>$78,257</td>
<td>$83,523</td>
<td>$102,382</td>
<td>$108,053</td>
<td>$105,484</td>
<td>$110,388</td>
<td>$118,172</td>
<td>$128,516</td>
</tr>
<tr>
<td><strong>Software Developer</strong></td>
<td>$77,046</td>
<td>$81,550</td>
<td>$99,087</td>
<td>$104,234</td>
<td>$100,897</td>
<td>$106,539</td>
<td>$111,951</td>
<td>$125,225</td>
</tr>
<tr>
<td><strong>Production Manager</strong></td>
<td>$83,956</td>
<td>$89,461</td>
<td>$105,907</td>
<td>$113,545</td>
<td>$109,576</td>
<td>$113,695</td>
<td>$122,580</td>
<td>$133,606</td>
</tr>
</tbody>
</table>

### Low mandatory benefit costs for employers

#### Examples of mandatory benefit costs for employers, 2021

<table>
<thead>
<tr>
<th>Gross annual salary*</th>
<th>$50,000</th>
<th>$100,000</th>
<th>$125,000</th>
</tr>
</thead>
</table>
| Québec Public Pension Plan  
(employee: 5.9%; employer: 5.9%, max. $3,427.90) | 2 743,50 $ | 3 427,90 $ | 3 427,90 $ |
| Québec Parental Insurance Plan  
(employee: 0.494%, employer: 0.692%, max. sal. of $83,500) | 346,00 $ | 577,82 $ | 577,82 $ |
| Employment Insurance  
(employee: 1.18%, employer: 1.65%, max. sal. of $56,300) | 826,00 $ | 930,08 $ | 930,08 $ |
| Health Services Fund  
(max. 4.26% if global salary total is more than $6,5M) | 2 130,00 $ | 4 260,00 $ | 5 325,00 $ |
| Commission des normes du travail (Labour standards board)  
(0.07%, max. sal. of $83,500) | 35,00 $ | 58,45 $ | 58,45 $ |
| Commission de la santé et sécurité du travail (Occupational health and safety board)  
(0.42% in service sector, max. sal. of $83,500)** | 210,00 $ | 350,70 $ | 350,70 $ |
| Workforce Skills Development and Recognition Fund - Québec Training Law 1%  
(1% of their total payroll in training for employers with total annual payroll over $2M) | 500,00 $ | 1 000,00 $ | 1 250,00 $ |
| **Total benefit costs** | 6 790,50 $ | 10 604,95 $ | 11 919,95 $ |
| **Total cost** | 56 790,50 $ | 110 604,95 $ | 136 919,95 $ |

Total benefits in % of gross annual salary

| | 13,58 % | 10,60 % | 9,54 % |

*Note: *Paid vacation represents a minimum of 4% of salary and is included in gross salary. Some rates apply up to a maximum insurable revenue.
**The rate for the service sector (65110 - Bureau de courtage; bureau de services professionnels; bureau offrant des services de soutien administratif) is 0.42%. The average premium rate in 2021 is $1.77 per $100 of payroll.

Source: Revenu Québec, 2021.
Various incentives tailored to your project

**Canada**
- Strategic Innovation Fund
- Canada Economic Development for Québec regions
- Tax credit on SR&ED
- Mitacs Acceleration program for talent
- Support for technology innovation

**Québec**
- ESSOR Fund for Major Projects
- Tax credits for Large Investment Project
- Refundable Tax credit on R&D
- Tax Credit for Investments and Innovations (C3i)
- Deduction for the Commercialization of Innovations (IDCI)
- Financial assistance for job creation and training
- Tax holiday for foreign experts and researchers

Sustainable development programs are also available at the municipal level.
05
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Your development in Montréal: Montréal International can assist you through the whole process

Exploratory phase
- Navigate through the LSHT* ecosystem
- Organize a tailored visit in Montréal
- Outline the strategic options of the project

Project definition
- Assist you to structure your project
- Identify available incentives if relevant – Economic data comparison
- Introduce you to the right partners

Implementation
- Assist you with international mobility (work permits) and talent acquisition
- Public announcement
- After care

*LSHT: Life Sciences and Health Technologies