

Below is a list of companies previous co-ops have provided salary information for. DM ulepic\_waterman if you would like to add/change something. Credit to u/frosteh for the original list

Company / Role	Salary Information (CAD unless otherwise specified)	Benefits	Year	Position
1password	50/hr (4th coop)			
Abbott ADD	22.05/hr (2nd coop)			2023
Abnormal Security	100k USD annual prorated (~\$51/hr USD)	5k relocation		
Accedo	25-27/hr (3rd coop)			
Achievers inc	20-25/hr			
Addepar	40/hr, 48/hr (5th coop)			
AdHawk Microsystems	40/hr (5th coop)			2024 Algorithms Developer
ADP	less than 44/hr			
AGF	18.50/hr			
AI Arena	45/hr			
Akuna Capital	65 USD/hour	return flight + corporate housing		
Alice USA	mid 30s/hr (6th coop)			
Amazon	9138 USD/month	2425/month tax-free relocation stipend		
AMD	27/hr, ~21.88/hr (4th coop), ~29.33/hr (6th coop)			
American Express	34.5/hr			
ANSYS	math coop average + 10%			
Apple	(34/hr + 1300-1500 stipend/month), (37/hr + 1350 stipend for 3A term), (44/h + housing or 1k stipend. 4A Product Design)	Stipends listed		
Apple	42/hr USD (3A)	3335/mo pretax relocation (3A)		2024 Hardware
Apple	42/hr USD	1k/mo stipend		2024 System Level Test Engineer
Arctic Wolf	36/hr (3rd coop), 42/hr (4th coop)			2023
Alerto Networks	30/hr (4th coop)			
Athelas	33/hr USD	1200/mo USD housing stipend (2nd coop) + flights		
Athos	5000 USD/mo			
Atolio	34/hr (3rd coop), 38/hr (4th coop), 38/hr (5th coop), 42/hr (6th coop)			
ATS Corporation	28/hr (5th year (4B?))			
Autodesk	33/hr (4th coop)			2023
Autodesk	34/hr (5th coop)			2024
Autonomic	38-40/hr (4th coop), 41/hr (5th coop)			
Axonify	1100/week (4th coop)			2024
Bank of America	22/hr (2nd coop)			
Bank of America (Merrill Lynch)	20/hr (1st coop)			
BDO	34.36/hr, 25/h (2nd coop), 32/h (3rd coop)			
Bentley Systems	30/hr (1st coop), 33/hr (2nd coop)			
BETS Program	3000 stipend			
BetterUp	8500/mo			
Bilbuy	20/hr (1st coop)			
Bitgo (Lumina)	10,000/mo			
Blackberry	(about average), ~21/hr			
bid.ai	7000/mo			
Bloomberg	48/hr + 5100 stipend (5th coop)			
Blq	5.4k/mo (2nd coop), 6.2k/mo (3rd coop)	950/mo benefits (2nd coop, 3rd coop)		
Bluescape	34/hr (6th coop)			
BMO Business Analyst (2A)	24/hr			
BMO Product Analyst	28/hr (2nd coop)			
BMO Software Developer	29.50/hr (1st coop)			
Bolt	56 USD/hr			
Bonfire Interactive	24/hr (2nd coop)			
Boosted.AI	35/hr			
Borrowell	(mobile dev) 35/hr (5th coop)			
Brookfield Annuity	35/hr			
Brookfield Renewables	26/hr			
BusPlanner	coop average			2024
CAAT Pension Plan	18/hr (2nd coop)			
Canadian Food Inspection Agency (Full Stack Dev)	24.77/hr (5th coop)			
Canix	6400 USD/mo (+1000/mo relocation in-person)			
Capco	25-30/hr			
Capital1	38/hr (5th coop), 39/hr including signing bonus (6th coop)			
Carta	30.75/hr (4th coop), 1230-1400/week			SWE
Carta	1280-1900 weekly			2024 Android Engineering
Carfax (Dev)	26/hr (2nd coop)			
Castleton Commodities	38/hr			
CECN	Low-Mid 20s			
C.E. McMahon Professional Corporation	19/hr			
Cepton	35/hr	500/mo housing		
Cerebras Systems	38/hr			
Ceridian	32/hr (3rd coop)			2023
Ceridian	22/hr		2022, 2023	Marketing Coordinator
Certik	7000 USD/month remote (4th coop)			
CGI	18/hr (3rd coop)			
Chisel.ai	40/hr (5th coop)			
Christie Digital Systems	18/hr (1st coop), +2/hr every add. coop term			
ClBC	coop average + \$1			
Cisco (Ottawa Office)	31-33/hr (1st coop)	2000 CAD signing bonus (1st coop)		2024
Cisco Meraki	(up to) 67/hr + 10k signing bonus			
Citadel	3365 USD/week			
Citibank	44/hr	2000 CAD housing stipend		2024
Cockroach Labs	8000/month + 1.5k signing bonus			
CodeWithChris	20/hr (1st coop)			
Cohere	20-50/hr based on experience			
Coherent Logix	\$1-3 above coop average			
Cohesity	49/hr			
Coinbase	50/hr			
Coinsquare	28/hr (1st coop), 44/hr (5th coop, any dev role)			
Compound	\$10,200/month			
Connected	37/hr (6th coop)			
Constant Contact	35/hr (4th coop)			2023
The Co-operators	~21/hr (1st coop)			
Core Avionics	20/hr (1st coop), 30/hr			
Coursera	7000/month			
Cover Technologies Inc	30 USD/hr			
CPP Investments	37/hr (2nd coop)	4% of yearly salary (70k) as vacation pay		2024 SWE
Crawford and Co	20/hr			2022 Business Analyst
Creospark	18/hr			
Crypto4a	40/hr (remote, 6th coop)	4 days PTO		2024 SWE
Cube Group	75/hr USD			2024
Curmos	34/hr (2b)			
Curvegrid (Japan)	¥300,000/mo (2nd coop)			
D2L	28/hr			
Databrick	55 CAD/hr	1.3k/mo housing		
Datadog	40/hr	2000 USD/mo housing		
data.world	1400 USD/week	100 USD remote stipend		
Deep Breathe	co-op average + 20%			
Deep Genomics	60k/yr			
DeepHaven	32-38/hr (increases with work term)			2024
Dejero	1.15*coop average			
Deloitte	25-26/hr			
Delphia Asset Management	5-10% above the coop average			
Digitaled	Coop average			
Digital Extremes (Marketing)	20/hr (2nd coop)			
DocuSign	52/hr			
Draper	1400/wk			
Dreamschools	19-24/hr			
Dropbase (Castodia)	(25-50/hr, +5 per work term), 29/hr for 3rd coop, 30-32/hr for 4/5th coop			
DRW	35-37/hr			
Durovac	23/hr (4th coop)			
Ecobee	36-41/hr (4th coop), 43/hr (5th coop)			2024
Ecompliance	26/hr (4th coop), couple dollars above coop average			
Elekta	27/hr (2A)			
Embarc Trucks	10k/month (USD in person / CAD for remote)			
The Empire Life Insurance Company	22-28/hr based on work term			
Enlighted Inc	36/hr (5th coop)			

Eon Media	3800/mo (3rd year)			
Equifax D&A	22/hr (1st coop)			
Equitable Life Insurance Company	20/hr, 23/hr (2nd coop)			
ESCRYP	26/hr (3rd coop), 30/hr (4th coop)			
eSentire	24.50/hr			
EY	28/hr (3rd coop)			
Facebook	6200/month	1200 WFH stipend		
Faire	44/hr (5th coop)		2024	Engineering
Fleet Complete	26/hr (3rd coop), 32/hr (5th coop)			
Fleet Labs	25-27/hr			
Flex AI	\$5000/mo			
The Flight Deck	23/hr			
Flipp	\$1082/wk			
Float	50/hr			
Ford	27-35/hr (+4% every add. coop term)		2024	SWE
Forethought AI	6000-8000/month			
Freshbooks	33/hr (5th coop), 70k/year			
Friendlier	17/hr (4th coop)		2024	
Genesys Laboratories	10% above the coop average			
Geotab	30/hr (3rd coop)			
Get ResQ	43/hr (5th coop)			
Glu	30/hr (4th coop), 25/hr (2nd coop)			
GoDaddy	43/hr USD		2024	
Google	Canada: \$1538/week, US: \$1700 - \$2100 USD/week based on location	4k housing stipend (Canada), 6k USD housing stipend (USA)		
GPTZero	40-55/hr CAD (Toronto), 7000-8000/month USD (NYC)		2024	
groq (Groq Inc)	37/hr (1st coop), 35-42/hr - 42 is 6th coop			
Gsoft	40/hr (4th coop)			
HZAnalytics	23/hr			
Help	38/hr (3rd coop)			
Hatch Credit	8000-9000 USD/month			
Havas CX	30/hr (4th coop)		2024	Software Engineering
HeadSpin	32/hr (3rd coop)			
Healthcare Systems R&A	16-20/hr		2023	(WIDELY VARIES BASED ON FUNDING)
High Q Technologies	25/hr (3rd coop)			
Hockeystick	around coop average, 21/hr (1st coop)			
Home Depot (Dev)	20/hr (2nd coop)			
HomeX	30/hr, 33/hr (3rd coop)			
HOOPP (Health Care of Ontario Pension Plan)	22.25/hr (2nd coop)			
Horizon Studio	27/hr (3rd coop)		2023	
Huawei	27-35/hr, 34/hr (4/5th coop), 42/hr (masters)			
Hubdoc	5% above the coop average			
HubSpot	50-54/hr USD			
IBM	26.50/hr (28-31/hr for 4th coop), 36/hr			
IBM	32/hr (4th coop)	IBM stock at a 15% discount off the market price	2023	Product Design
Imagine Communications Corp (ICC Waterloo)	21.24.26.29.31.33/hr for 1st to 6th coop			
Index Exchange	30/hr or above			
Inflight	25/hr, 26.5hr (4th coop)			
Information Builders	50/hr			
Intact Labs	30.5/hr (3rd coop), Data Science 32/hr (2nd coop), 39/hr (5/6th coop)			
Intel	33/hr, 35/hr (6th coop)			
Insticator	20-25/hr			
Instinet Canada	36/hr (2nd coop, sre analyst)	3k stipend (2nd coop, sre analyst)		
Integrate.ai	1550/week			
Intuit	30-37/hr, 47/hr (3rd coop)	5k USD stipend		
iSS Communications	32/hr (6th coop)			
ISARA	1228/week (3rd coop)			
Itipack Systems	23/hr (2nd coop)		2022	Mechanical Design
Jane Street	16.667 USD/mo	2.1k USD/mo housing stipend + 10k USD signing bonus		
Jays Care Foundation (TBJ)	18/hr (1st coop)			
Jobos.ai	5700 USD/mo (3rd coop)			
Kaleidescape	785/week		2022	All positions
Kambeo	20-30/hr			
KeepTruckin	30/hr			
KGS research	I would rather KMS than KGS			
Klavi	\$9000/mo			
Kinaxis	24/hr, 34/hr (1st+2nd coop), 28-30/hr (4th coop)			
Kodiak Robotics	8k-9k USD/mo (6th coop?)			
Konrad Group	6000/mo			
LCBO	1100/wk (PM role)			
League	33/hr (4th coop), 41/hr (6th coop)			
Level	13,000/mo			
LifeWorks	22.5/hr	200 for equipment + 100/mo UberEats allowance		
Lifton by Adp	40-44/hr			
LinkedIn	55 USD/hr	Corporate housing/ 7K stipend)		
Loblaw	31/hr (2nd coop)			Data Science
Loblaw Digital	30/hr (2nd coop)		2023	Data Analyst
Mastercard Foundation	19.5hr (1st coop)			
Mattermost	29/hr, 35/hr (5th coop PM), 45/hr (6th coop PM)			
Manulife	25/hr, 26/hr (3rd year)			
Mach7 Technologies	25/hr (3rd coop)		2024	Systems/IT
McAfee	25/hr (2nd? coop)			
Metrist	70k/yr = 33.65/hr			
Microart Services	26/hr (1st coop)			
Microsoft	46/hr USD	12k housing stipend + 1.6k transport stipend + flights covered	2024	
Microsoft Canada	33/hr			
Molex	23/hr (2nd coop), 25/hr (4th coop)			
Molinsight	3000/mo			
Motorola Solutions	37/hr (5th coop)		2024	Product Design
Moveworks	9.5k/mo or 7.5k USD/mo + 500/mo stipend		2024	
Mozilla	30/hr (masters)		2024	
Munich Re	1100/week	1500 CAD stipend	2024	
NASDAQ	28/hr		2022	
NDI	Coop Average			
Newfront Insurance	90/hr (6th coop)			
Nextroll	57/hr	60/month WFH allowance		
Nissan	19-23/hr depending on term			
Nokia	25/hr (4th coop), 33/hr (3rd and 4th years)			
Noom	47 USD/hr	1500 USD/mo housing		
Norm Li	20-30/hr			
Nvidia	36/hr (2b: 30.5/hr, 3a: 33/hr, 3b: 34.5/hr, 4a: 36/hr)	500/wk housing		
Nural.ogix	28/hr (3rd coop)			
Nuro	9000 USD/mo	3k bonus		
Nuvalence	55/hr (5th coop), up to 60/hr remote			
Nuvation	1350/week (3rd coop)		2023	
OANDA	48000/yr (2nd coop), 65000/yr[-31.25/hr] (5th coop)			
Okta	40-45/hr			
OMERS	24/hr, (28/hr for 4th coop)			
Onsemi	30.29/hr?			
Ontario Institute for Cancer Research	18.6/hr (1st coop), 21/hr (2nd coop)			
Ontario Ministry of Health	17.27/hr (1st coop), 18.42/hr (2nd coop)			
OpenText	21/hr (2nd coop) [pays similar to coop averages], ~30.25/hr (3rd coop)			
OP-SEU Pension Trust	1020/wk			
Oracle	35/hr (3rd coop), 40/hr (4th coop)		2024	
Penfield.AI	20-50/h depending on experience			
Pepsico	22/hr			
PlayStation	31/hr (2nd coop)		2023	
PointClickCare	coop average, 25-32/hr (2nd coop)			
primer.ai	50/hr (4th coop)			
Prodigy Education	33/hr (5th coop)			
Qualcomm (Markham)	42/hr (4th year)	1500/mo housing	2024	
Questrade	21/hr (1st coop)		2024	
Radix Labs	25/hr USD			
Railvision Analytics	30/hr (3rd coop)			

Raposa Research	1007/hr USD				
RBC (Business Analyst)	22/hr (2nd coop)				
RBC (Data Analyst)	28/hr				
RBC (Risk Management)	30/hr (1st coop)				
RBC (Soft Dev)	21.50 - 23.50/hr (1st coop), 27.75/hr (5th coop)				
Reebie	\$1 above coop average, 1096/week				
Relay Financial	27-43/hr depending on term (see WaterlooWorks posting)				
Relic Entertainment	25/hr (2nd coop)				
Remitbee (See Blacklist)	20/hr (3rd coop)				
Replicant Inc	35-37/hr (4th coop)				
ResQ	36/hr (5th coop)				
Ritual	46/hr (6th coop)				
Robinhood	48 USD/hr	2000 USD/mo housing			
Roblox	56 USD/hr, 62/hr (DS), 60/hr	1k WFH stipend, 7K housing stipend			
Rocscience	coop average or \$1 above (20-28/hr)				
Rogers	21.25-23.75/hr, 25.75/hr (2nd coop)				
Sagen	23/hr (2nd coop), 25/hr (3rd coop)			2022	
Samsung Research America	39 USD/hr	9k USD stipend			
SAP	\$1 above the coop average, 24/hr (2nd coop)				
SAP ML	40/hr (1st coop)				
Scotiabank (Data Science/Soft Dev)	-31/hr (3rd year)				
Scrawlr	coop average +-20% depending on experience				
Shinydocs	coop average				
Shopify	40/hr (77k annual base + stipends)				
Shoplogic	27/hr				
Sibros	45/hr USD	700 housing stipend			
SickKids	Coop Average			2024	
SideFX	35/hr, 45-47/hr (6th coop)				
Simplii Financial (CIBC) (Product Analyst)	26/hr				
Skydio	52/hr (3rd coop)				
Skydio	45/hr USD (3A)				
Smile CDR	36/hr (3rd coop)	5k pretax relocation		2024	Hardware
Snap Inc	\$9000 USD/mo	\$2500 USD/mo housing stipend + \$500 USD/mo misc stipends			
Snowflake computing	43-55/hr	3k/mo USD housing			
Solana Labs	60/hr USD				
SoundHound	6300/month				
Spotwork	20/hr (1st coop)			2023	QA
Spotwork	22/hr (2nd coop)			2023	Mobile SWE
SPS Commerce	30/hr (3rd coop)			2023	
Splunk	22-44/hr depending on experience, 60/hr USD				
Square	38/hr	1k/mo housing			
Squaredance	35/hr (2nd coop)				
Squarepoint Capital	85k/year	1.5k/mo allowance			
SS&C Technologies	26/hr (2nd coop), 27-35/hr (3rd coop), 32/hr (3rd coop), 38/hr (4th coop)				
Stackoverflow	22.5/hr (2nd coop)				
Stackadapt	50/hr (5th coop)				
Standardbio Tools	22/hr (3rd coop)	4% vacation pay		2023	
Stealth Startup	64/hr				
Stratum ai	30-35/hr				
Super (Snapcommerce)	37/hr (3rd coop)	Weekly Uber Eats		2023	
Sync.com	15-25/hr depending on experience				
System 1	28/hr (2nd coop)				
Tactic Studios	35/hr			2023	
Tailscale	-35/hr				
Tealbook	35/hr				
Tenneco	20/hr (1st coop)			2022	Engineering
TD	25/hr (1st coop), 29.66/hr (2nd coop), 30/hr (4th coop)				
TD	27.5/hr (2nd coop)				Non-swe
TD	28/hr (3rd coop)			2022	Product Design
Teledyne Dalsa	Coop Average			2024	
Tesla	32/hr (remote), 28-32 USD/hr (onsite, Fremont/Palo Alto)	-4k relocation (onsite, Fremont/Palo Alto)			Unspecified roles
Tesla	48/hr USD (4th yr)	850/mo stipend, 51/hr USD + 700/mo housing (4th yr)			Firmware
Tesla	42/hr USD (3A)	2.8k post tax relocation		2024	Hardware
Texada Software	21/hr (1st coop)			2022	
Texada Software	25/hr (3rd coop)			2023	
TextNow	35/hr (4th coop)	1500 stipend (4th coop)			
The Cooperators	20/hr (1st coop)			2021	
theScore	40/hr (4th coop)			2023	
Thomson Reuters	Ranges from 30-39/hr (32/hr for 2B term), 1250/week (3rd coop)				
Thumbtack	35/hr, 42/hr (6th coop)	signing bonus + 500 remote stipend; 6th coop: 1k sign bonus + 1.5k WFH/other benefits.		2024	Machine Learning Engineering
TikTok	47/hr	14/hr housing			
Titanium Agency	25/hr (1st coop), 27/hr (2nd coop), up to 35/hr for upper years				
TMMC (Toyota Motor Manufacturing Canada)	Co-op average			2023	
TOOLBX	25/hr, 30/hr (3rd year), 45/hr (6th coop)				
Tophat	30-34/hr			2024	
TTC (Toronto Transit Commission)	27.65/hr (6th coop)				
Trend Micro	32-34/hr (3rd coop)			2024	SWE
Trexo Robotics	co-op average + 20%				
Tribalscale	25/hr				
Trustwave Holdings	25/hr (3rd coop)				
Tulip Retail	800/wk for 1st and 2nd, 1000/wk for 3rd and 4th, 1200/wk for 5th and 6th (coop term)				
TulorOcean	20/hr				
Tweepmap	coop average				
Twitter	40/hr + 1000/mo WFH stipend, 41.25/hr + 3000/mo stipend				
Uber	44/hr	1500/mo housing stipend			
Ubisoft	29.33/hr (for 2B)				
UHN (DATA Team)	20.00/hr			2023	SWE
Ultimate Software	30-32/hr, 33/hr (3rd coop)				
Union Bank of Switzerland (UBS Group AG)	24/hr (2nd coop)				
Unlether AI	21-24/hr (coop average)				
Uplift	38/hr				
Veeva Systems	35/hr				
Vendia	55/hr USD				
Veriday	20/hr (1st coop)				
Versa Networks	55/hr (4th, 5th coop)			2023	
Versett	32-25/hr (2nd coop)				
VerticalScope	30/hr (4th coop)				
Volyard	33/hr (4th coop)			2023	
Voiceflow	40-55/hr based on term/team				
Voiceform	20-50/hr depending on experience, 30/hr (3rd coop)				
Waabi Innovation	52/hr (3rd year)	500/wk stipend (3rd year)			
Wattpad	4500/month (2nd coop), 35/hr (4th coop), (20% higher than average, 37/hr, 6th coop)				
Wayfair	48/hr USD (3rd coop)	Housing stipend		2023	
Wealthsimple	7450/mo (4th coop)				
Wind River	24-29/hr (24/hr 2nd coop), 28/hr				
Wish	40-60/hr, 44/hr (2nd coop), 9100/mo (5th coop)				
WSIB Innovation Lab	29.5/hr (1st coop), 30.25 (2nd coop)				
Xanadu	30/hr (1st coop)				
Yext	50 USD/hr	5k USD stipend			
Yugabyte	10,000/mo for remote, 8k USD/mo for on-site	1.5k USD/mo housing for on-site			
Zenreach/Greenfield	29/hr (3rd coop)				
Zigra	40+/hr				
Zynqa	high 20s to mid 30s/hr				

Given the number of companies that have been name-and-shamed on the sub before, this list might help students avoid falling into traps. Here are some that have been mentioned on the sub. DM u/epic\_waterman if you'd like something added to this list.

Companies are added to the blacklist after 2+ accounts of problematic behavior are reported.

Company / Role	Notes
AGF	<a href="https://www.reddit.com/r/uwaterloo/comments/12cy74v/waterloo_offers_no_protection_to_students/">https://www.reddit.com/r/uwaterloo/comments/12cy74v/waterloo_offers_no_protection_to_students/</a>
ApplyBoard	<a href="https://www.reddit.com/r/waterloo/comments/o2embh/your_experience_working_at_applyboard/">https://www.reddit.com/r/waterloo/comments/o2embh/your_experience_working_at_applyboard/</a>
Backpacker College	Anecdote sent anonymously
Canada Startup Company	<a href="https://www.reddit.com/r/uwaterloo/comments/uhru9a/canada_startup_company_do_not_work_here_if_you/">https://www.reddit.com/r/uwaterloo/comments/uhru9a/canada_startup_company_do_not_work_here_if_you/</a>
Counting Opinions Ltd	Anecdote sent anonymously
Epoch	Anecdote sent anonymously
KGS Research	<a href="https://www.reddit.com/r/uwaterloo/comments/jk8x0/has_anyone_heard_of_kgs_research/">https://www.reddit.com/r/uwaterloo/comments/jk8x0/has_anyone_heard_of_kgs_research/</a>
Kritik	Poor interview process
LavaReach	Forced students to renege after being matched
Pencil Learning Technologies	<a href="https://www.reddit.com/r/uwaterloo/comments/op3s8l/comment/h62tlnf/">https://www.reddit.com/r/uwaterloo/comments/op3s8l/comment/h62tlnf/</a>
Remitbee	<a href="https://www.reddit.com/r/uwaterloo/comments/oowmdq/remitbee_tryna_hire_you_dont_fall_for_it/">https://www.reddit.com/r/uwaterloo/comments/oowmdq/remitbee_tryna_hire_you_dont_fall_for_it/</a>
Scispot	Anecdote sent anonymously
Tincubate	Publicly shamed applicants on TikTok, huge drama ensued
Tuq	<a href="https://www.reddit.com/r/uwaterloo/comments/gr2n2n/waterlooworks_megathread_spring_2020_edition/fx015we/">https://www.reddit.com/r/uwaterloo/comments/gr2n2n/waterlooworks_megathread_spring_2020_edition/fx015we/</a>
BH Frontier Solutions Inc.	Fake Company, steals work from applicants