



Block Salary Zones

September 2024

We have listed below some of our common hiring locations in the US and Canada and their corresponding salary zones. Depending on the cost of labor in the relevant geographic area, work locations that are approximately 50 miles/50 kilometers outside of the metro area listed below may be aligned to a different zone. These zones may be modified in the future. Please speak with your recruiter for additional information.

United States

ZONE A	ZONE B
New York City, NY	Denver, CO
San Francisco, CA	Washington, DC
Oakland, CA	Los Angeles, CA
San Jose, CA	Portland, OR
Seattle, WA	Austin, TX
	Chicago, IL
ZONE C	ZONE D
Atlanta, GA	St. Louis, MO
Dallas, TX	Detroit, MI
Houston, TX	Nashville, TN
Scottsdale, AZ	Indianapolis, IN
Salt Lake City, UT	

Canada

ZONE A	ZONE B
British Columbia, Vancouver	All Other Areas
New Brunswick	
Ontario, North York	
Ontario, Toronto	