

# Backgrounder

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## Low Salaries for Low Skills

Wages and Skill Levels for H-1B Computer Workers, 2005

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## Appendices

4-07

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## OES MEAN

This column gives what the employer's average salary would be if it paid all of its H-1B workers the OES mean (average) salary for the employee's occupation and state.

## DIFFERENCE

This column is the average difference between each H-1B worker's salary and the OES Mean for the worker's occupation and state.

## OES MEDIAN AND DIFFERENCE

These columns are calculated in the same way as the OES Mean columns except the OES Median salary is used.

## DISTRIBUTION OF H-1B WAGES

These columns show how the employer's wages to H-1B workers are distributed compared to U.S. wages.

Each column has a percentile range. The value in a column is the percentage of the employer's H-1B workers making salaries within that range for their occupation and state.

For example, the column 0-9 is the percentage of the employer's worker whose wages are in the bottom 10%. The column 75-89 is the percentage of workers making more than the bottom 75% of U.S. workers but less than the top 10%.

## H-1B WAGES

These three columns give the ranges and mean (average) salary for the employer's H-1B workers.

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Apple	\$75,000	\$167,600	\$101,782	\$83,976	\$17,807	\$82,275	\$19,507	0%	0%	17%	37%	30%	15%
Microsoft	\$52,620	\$155,000	\$81,717	\$81,245	\$472	\$78,613	\$3,104	0%	2%	51%	33%	10%	4%
Oracle	\$45,157	\$135,000	\$72,581	\$84,597	(\$12,016)	\$82,852	(\$10,270)	6%	17%	63%	13%	1%	0%

These figures suggest an employer that pays high wages to H-1B workers. The wages are both above the OES mean and median and the wage distribution is skewed towards the high end.

These figures suggest an employer that pays H-1B workers average to slightly below average wages. The wages are between the OES mean and median with the wage distribution concentrated in the middle.

These figures suggest an employer that pays extremely low wages to H-1B workers. The employer's mean and median H-1B wages are well below both the OES mean and median and the wage distribution is concentrated at the low end.



# Appendix A — H-1B Computer Programming Prevailing Wage Claims Compared to U.S. Wages by Occupation F.Y. 2005

U.S. Wages O.E.S. 2004

Occupation	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Computer scientists	\$24,440	\$144,753	\$67,244	\$96,449	(\$29,204)	\$93,831	(\$26,586)	31%	34%	28%	8%	0%	0%
Computer programmers	\$14,400	\$141,440	\$49,418	\$68,023	(\$18,605)	\$64,898	(\$15,480)	11%	45%	38%	6%	1%	0%
Software engineers, applications	\$10,900	\$158,642	\$62,117	\$80,451	(\$18,334)	\$78,401	(\$16,284)	17%	40%	30%	12%	1%	0%
Software engineers, systems software	\$28,246	\$113,984	\$66,228	\$82,739	(\$16,511)	\$80,547	(\$14,319)	17%	37%	29%	15%	2%	0%
Support specialists	\$12,000	\$113,298	\$43,368	\$42,992	\$376	\$39,957	\$3,411	2%	16%	16%	51%	11%	4%
Systems analysts	\$15,538	\$176,800	\$53,166	\$70,416	(\$17,250)	\$68,297	(\$15,131)	17%	45%	26%	10%	2%	0%
Database administrators	\$22,610	\$115,000	\$51,447	\$66,612	(\$15,165)	\$64,694	(\$13,247)	11%	33%	41%	12%	3%	0%
Systems administrators	\$10,531	\$152,506	\$54,642	\$64,484	(\$9,843)	\$62,138	(\$7,496)	7%	31%	39%	16%	6%	1%
Communications analysts	\$25,605	\$114,192	\$49,736	\$66,362	(\$16,627)	\$63,606	(\$13,870)	16%	44%	27%	10%	2%	0%



# Appendix B — H-1B Computer Programming Prevailing Wage Claims Compared to U.S. Wages by Wage Source F.Y. 2005

U.S. Wages O.E.S. 2004

Occupation	Prevailing Wage Claims			Claims Compared to Expected OES Wages				Distribution of Prevailing Wage Claims					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
NACE	\$29,900	\$71,332	\$46,937	\$76,375	(\$29,437)	\$73,737	(\$26,799)	38%	51%	11%	1%	0%	0%
MIT	\$45,000	\$55,000	\$45,203	\$71,929	(\$26,726)	\$68,339	(\$23,136)	27%	59%	13%	0%	0%	0%
Employer Survey	\$17,400	\$109,138	\$47,694	\$73,497	(\$25,804)	\$70,795	(\$23,101)	43%	29%	20%	6%	2%	0%
ComputerWorld	\$40,000	\$50,000	\$40,056	\$65,868	(\$25,812)	\$61,640	(\$21,584)	6%	93%	1%	0%	0%	0%
SESA	\$10,531	\$141,440	\$44,388	\$68,232	(\$23,844)	\$65,534	(\$21,146)	23%	64%	7%	5%	1%	0%
SCA	\$26,728	\$99,500	\$46,818	\$69,809	(\$22,991)	\$66,965	(\$20,147)	23%	50%	26%	1%	0%	0%
Collective Bargaining	\$12,000	\$176,800	\$50,170	\$71,937	(\$21,767)	\$69,384	(\$19,214)	14%	71%	9%	3%	2%	1%
CHiPS	\$53,200	\$87,900	\$64,586	\$84,746	(\$20,160)	\$83,271	(\$18,685)	39%	25%	12%	24%	0%	0%
OES	\$10,900	\$158,642	\$50,627	\$69,765	(\$19,138)	\$66,956	(\$16,329)	14%	53%	24%	8%	1%	0%
ERI	\$21,216	\$126,465	\$54,113	\$71,072	(\$16,959)	\$68,521	(\$14,408)	8%	40%	46%	4%	1%	0%
Survey Group	\$28,080	\$98,600	\$63,221	\$78,757	(\$15,536)	\$77,099	(\$13,878)	12%	29%	43%	13%	2%	0%
Dietrich	\$41,365	\$144,753	\$59,500	\$75,147	(\$15,647)	\$73,180	(\$13,680)	12%	40%	42%	5%	2%	0%
William Mercer	\$34,000	\$109,700	\$57,218	\$70,734	(\$13,516)	\$68,820	(\$11,602)	6%	44%	37%	12%	2%	0%
Watson Wyatt	\$28,496	\$127,783	\$54,695	\$69,001	(\$14,306)	\$66,051	(\$11,355)	6%	21%	66%	7%	0%	0%
Alien Prevailing Wage Determination, Inc.	\$31,096	\$82,428	\$56,281	\$68,659	(\$12,378)	\$66,518	(\$10,236)	13%	30%	36%	16%	3%	3%
NCS	\$29,806	\$92,869	\$72,927	\$81,420	(\$8,494)	\$79,301	(\$6,375)	1%	24%	45%	27%	3%	1%
HRA	\$31,200	\$98,690	\$66,238	\$73,860	(\$7,622)	\$71,999	(\$5,760)	3%	13%	55%	27%	3%	0%
Radford	\$39,003	\$141,242	\$76,992	\$81,247	(\$4,255)	\$78,949	(\$1,958)	1%	14%	49%	27%	7%	2%
Salary.com	\$28,650	\$109,733	\$63,604	\$68,605	(\$5,002)	\$65,518	(\$1,915)	5%	12%	28%	51%	4%	0%





## Appendix C — H-1B Computer Programming Wages Compared to U.S. Wages by Occupation F.Y. 2005

U.S. Wages O.E.S. 2004

Occupation	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Computer scientists	\$26,229	\$185,000	\$77,114	\$96,857	(\$19,743)	\$94,183	(\$17,069)	15%	36%	28%	18%	3%	1%
Computer programmers	\$14,400	\$200,000	\$50,921	\$67,882	(\$16,958)	\$64,623	(\$13,700)	10%	43%	35%	10%	2%	0%
Software engineers, applications	\$21,382	\$208,000	\$66,859	\$80,449	(\$13,588)	\$78,400	(\$11,539)	12%	33%	33%	18%	4%	1%
Software engineers, systems software	\$34,549	\$120,000	\$66,780	\$82,746	(\$15,965)	\$80,553	(\$13,773)	15%	38%	29%	16%	2%	0%
Support specialists	\$12,000	\$135,000	\$47,533	\$42,998	\$4,535	\$39,964	\$7,569	1%	9%	19%	49%	13%	9%
Systems analysts	\$18,556	\$288,000	\$56,645	\$70,546	(\$13,900)	\$68,407	(\$11,761)	15%	41%	25%	13%	5%	2%
Database administrators	\$22,610	\$146,003	\$55,464	\$66,612	(\$11,148)	\$64,694	(\$9,230)	8%	28%	43%	11%	8%	2%
Systems administrators	\$18,720	\$210,000	\$59,098	\$64,482	(\$5,375)	\$62,135	(\$3,028)	5%	23%	40%	17%	10%	4%
Communications analysts	\$30,000	\$163,881	\$53,591	\$66,319	(\$12,683)	\$63,611	(\$9,976)	6%	54%	22%	12%	5%	2%



## Appendix D — H-1B Computer Programming Wages Compared to U.S. Wages by Employer F.Y. 2005

Minimum of 25 H-1B Workers With Approved LCAs - U.S. Wages O.E.S. 2004

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
3i Infotech	\$41,700	\$100,000	\$57,527	\$75,490	(\$17,964)	\$71,028	(\$13,501)	6%	71%	16%	6%	0%	0%
3i People	\$40,000	\$78,000	\$49,676	\$67,816	(\$18,139)	\$62,137	(\$12,460)	0%	15%	76%	9%	0%	0%
3K Technologies	\$52,000	\$68,000	\$59,331	\$73,194	(\$13,862)	\$70,232	(\$10,901)	0%	57%	16%	27%	0%	0%
4C Solutions	\$35,000	\$80,000	\$51,147	\$65,538	(\$14,392)	\$63,882	(\$12,735)	42%	14%	21%	19%	5%	0%
-A-													
Aalayance	\$50,000	\$85,000	\$60,694	\$76,252	(\$15,558)	\$73,987	(\$13,293)	0%	53%	47%	0%	0%	0%
Aaxis Group	\$60,000	\$100,000	\$71,753	\$75,818	(\$4,065)	\$72,908	(\$1,154)	0%	3%	44%	50%	3%	0%
Abacuss Software Technologies	\$43,680	\$52,000	\$47,140	\$69,807	(\$22,667)	\$63,852	(\$16,713)	0%	33%	68%	0%	0%	0%
AC Consulting	\$40,144	\$53,581	\$45,460	\$67,063	(\$21,603)	\$64,478	(\$19,017)	11%	84%	5%	0%	0%	0%
Accenture	\$39,083	\$134,791	\$59,925	\$70,572	(\$10,647)	\$67,888	(\$7,963)	2%	25%	46%	24%	2%	0%
Accurate Group	\$39,000	\$56,000	\$47,348	\$66,811	(\$19,463)	\$65,177	(\$17,829)	13%	59%	28%	0%	0%	0%
Accurate Softwares International	\$49,000	\$49,000	\$49,000	\$78,570	(\$29,570)	\$73,730	(\$24,730)	0%	100%	0%	0%	0%	0%
Accurum	\$55,000	\$125,000	\$81,341	\$73,548	\$7,793	\$69,282	\$12,059	0%	0%	16%	65%	10%	10%
Ace Technologies	\$45,000	\$110,000	\$49,990	\$71,773	(\$21,783)	\$68,235	(\$18,244)	19%	50%	27%	3%	1%	0%
Acro Service Corp.	\$37,606	\$69,888	\$50,640	\$68,714	(\$18,074)	\$66,754	(\$16,114)	6%	73%	18%	3%	0%	0%
ACS International Resources	\$45,000	\$90,000	\$48,321	\$73,808	(\$25,486)	\$69,862	(\$21,540)	71%	19%	5%	5%	0%	0%
Activision Publishing	\$65,000	\$140,000	\$96,488	\$81,027	\$15,461	\$78,611	\$17,877	0%	4%	31%	23%	15%	27%
Axiom Corporation	\$40,000	\$106,000	\$61,129	\$56,581	\$4,548	\$54,681	\$6,447	0%	8%	33%	27%	21%	10%
Adaequare	\$48,000	\$80,000	\$58,251	\$76,725	(\$18,475)	\$75,179	(\$16,928)	1%	63%	30%	6%	0%	0%
Adea Solutions	\$55,000	\$120,000	\$72,720	\$70,302	\$2,418	\$65,811	\$6,909	0%	0%	38%	43%	18%	1%
Aditi Technologies	\$50,000	\$85,000	\$66,898	\$79,328	(\$12,431)	\$77,034	(\$10,136)	0%	9%	73%	18%	0%	0%
Adjoined Consulting	\$42,328	\$115,000	\$72,422	\$73,275	(\$853)	\$70,189	\$2,233	2%	12%	18%	61%	5%	3%
Adobe	\$55,000	\$132,500	\$99,096	\$98,680	\$416	\$95,392	\$3,704	0%	19%	28%	34%	6%	13%
Advanced Data Systems	\$38,000	\$48,000	\$42,000	\$68,600	(\$26,600)	\$65,000	(\$23,000)	33%	67%	0%	0%	0%	0%
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	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Amazon	\$53,000	\$120,000	\$79,361	\$82,076	(\$2,715)	\$79,478	(\$117)	2%	2%	67%	21%	8%	0%
Amdocs	\$39,541	\$126,800	\$75,625	\$71,221	\$4,405	\$68,780	\$6,845	2%	3%	26%	49%	11%	8%
America Online	\$62,300	\$90,000	\$71,919	\$73,436	(\$1,517)	\$71,457	\$462	0%	0%	42%	58%	0%	0%
American Computer Technologies	\$61,672	\$81,515	\$74,901	\$62,020	\$12,881	\$60,530	\$14,371	0%	0%	0%	33%	67%	0%
American Cybersystems	\$44,034	\$74,000	\$55,358	\$64,397	(\$9,039)	\$62,768	(\$7,410)	0%	32%	59%	8%	0%	0%
American Information Technology	\$33,779	\$69,992	\$46,641	\$63,335	(\$16,694)	\$60,405	(\$13,764)	4%	37%	57%	1%	0%	0%
American Solutions	\$39,229	\$85,654	\$52,041	\$75,195	(\$23,154)	\$73,865	(\$21,824)	1%	95%	4%	1%	0%	0%
American Unit	\$40,000	\$68,000	\$48,093	\$70,061	(\$21,968)	\$67,927	(\$19,834)	2%	87%	11%	0%	1%	0%
Amerisoft Corporation	\$41,000	\$114,400	\$49,439	\$65,863	(\$16,424)	\$64,139	(\$14,701)	0%	77%	20%	0%	3%	0%
Amicus Systems	\$45,000	\$60,000	\$51,107	\$68,449	(\$17,342)	\$64,986	(\$13,879)	0%	3%	97%	0%	0%	0%
Amitech Solutions	\$41,000	\$60,757	\$51,406	\$58,500	(\$7,094)	\$56,644	(\$5,237)	3%	3%	95%	0%	0%	0%
Amol Consultants	\$40,000	\$61,000	\$47,073	\$69,630	(\$22,557)	\$66,181	(\$19,108)	0%	84%	16%	0%	0%	0%
Amsol	\$35,000	\$58,000	\$47,970	\$71,383	(\$23,413)	\$70,532	(\$22,562)	2%	98%	0%	0%	0%	0%
Amtex Systems	\$45,666	\$100,000	\$58,525	\$69,901	(\$11,376)	\$66,398	(\$7,873)	0%	13%	72%	14%	1%	0%
Analog Devices	\$46,000	\$113,984	\$73,593	\$78,630	(\$5,037)	\$77,172	(\$3,579)	23%	0%	23%	44%	10%	0%
Analysts International	\$29,910	\$130,000	\$57,264	\$64,810	(\$7,547)	\$62,819	(\$5,556)	8%	31%	31%	23%	4%	3%
Anid Infosoft	\$45,000	\$65,000	\$55,707	\$70,479	(\$14,772)	\$66,812	(\$11,106)	0%	38%	59%	3%	0%	0%
Anira Solutions	\$50,000	\$65,000	\$57,566	\$77,199	(\$19,633)	\$76,227	(\$18,661)	0%	77%	23%	0%	0%	0%
Anjani Etech Solutions	\$36,619	\$72,439	\$49,771	\$70,137	(\$20,366)	\$67,898	(\$18,127)	5%	93%	2%	1%	0%	0%
Answerthink	\$51,813	\$95,000	\$64,039	\$78,923	(\$14,884)	\$77,270	(\$13,231)	0%	44%	50%	0%	6%	0%
Anthem Technologies	\$45,000	\$93,600	\$53,024	\$76,736	(\$23,712)	\$71,849	(\$18,825)	13%	78%	5%	3%	3%	0%
Apex Technology Systems	\$45,000	\$75,000	\$52,184	\$76,666	(\$24,482)	\$71,853	(\$19,669)	10%	88%	2%	1%	0%	0%
Apex-2000	\$45,000	\$65,000	\$50,667	\$66,515	(\$15,849)	\$63,487	(\$12,820)	0%	23%	73%	3%	0%	0%
Apollo Consulting Services Corporation	\$46,259	\$93,600	\$68,918	\$69,471	(\$553)	\$66,784	\$2,134	0%	13%	35%	39%	13%	0%
Apple	\$75,000	\$167,600	\$101,782	\$83,976	\$17,807	\$82,275	\$19,507	0%	0%	17%	37%	30%	15%
AppsUpgrade	\$52,957	\$52,957	\$52,957	\$74,880	(\$21,923)	\$71,800	(\$18,843)	0%	100%	0%	0%	0%	0%
AR Systems	\$39,000	\$65,000	\$47,749	\$76,448	(\$28,699)	\$71,749	(\$24,000)	78%	10%	10%	2%	0%	0%
Aravali Technologies	\$42,100	\$60,000	\$50,902	\$74,707	(\$23,805)	\$72,049	(\$21,146)	12%	73%	15%	0%	0%	0%
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	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
BCC USA	\$48,000	\$80,640	\$53,547	\$74,231	(\$20,684)	\$72,445	(\$18,898)	1%	69%	25%	3%	1%	0%
BEA Systems	\$55,000	\$150,000	\$89,486	\$82,500	\$6,986	\$80,516	\$8,970	2%	3%	29%	44%	19%	3%
BearingPoint	\$43,000	\$120,000	\$80,885	\$72,865	\$8,021	\$70,846	\$10,039	1%	10%	17%	36%	27%	9%
Beechwood Computing	\$40,000	\$52,957	\$47,086	\$71,175	(\$24,089)	\$67,762	(\$20,676)	0%	100%	0%	0%	0%	0%
Beyond Numerics	\$50,000	\$54,103	\$50,778	\$74,243	(\$23,465)	\$69,749	(\$18,971)	0%	68%	32%	0%	0%	0%
Bhargav Computer Consultants	\$45,000	\$65,000	\$52,125	\$71,761	(\$19,636)	\$67,878	(\$15,753)	0%	73%	28%	0%	0%	0%
Bhrigus	\$45,000	\$81,000	\$58,454	\$77,583	(\$19,129)	\$73,730	(\$15,276)	4%	46%	42%	6%	2%	0%
Bijjam Information Technologies	\$48,000	\$80,000	\$55,000	\$65,300	(\$10,300)	\$63,770	(\$8,770)	0%	3%	86%	11%	0%	0%
Birlasoft	\$36,500	\$56,000	\$46,743	\$73,054	(\$26,311)	\$70,335	(\$23,592)	44%	56%	0%	0%	0%	0%
Blue Heron Consulting	\$49,587	\$87,142	\$66,918	\$75,570	(\$8,652)	\$72,490	(\$5,572)	0%	21%	48%	32%	0%	0%
Blue Star Infotech America	\$45,000	\$72,000	\$51,129	\$73,671	(\$22,542)	\$71,621	(\$20,492)	32%	32%	29%	6%	0%	0%
Bluesoft Solutions	\$36,067	\$51,147	\$45,648	\$77,156	(\$31,508)	\$72,247	(\$26,599)	62%	38%	0%	0%	0%	0%
Boden Services	\$34,000	\$112,210	\$51,641	\$72,371	(\$20,730)	\$68,265	(\$16,624)	6%	73%	12%	6%	2%	0%
BPO Systems	\$50,773	\$90,000	\$60,088	\$81,215	(\$21,127)	\$78,909	(\$18,821)	0%	74%	16%	10%	0%	0%
Bramha Infotech	\$50,000	\$56,480	\$50,123	\$74,286	(\$24,163)	\$69,969	(\$19,846)	0%	86%	14%	0%	0%	0%
Brilliant Software Solutions	\$50,000	\$78,000	\$58,265	\$74,588	(\$16,323)	\$72,642	(\$14,377)	0%	44%	49%	7%	0%	0%
Bristlecone	\$45,500	\$105,000	\$61,697	\$76,270	(\$14,573)	\$73,896	(\$12,199)	2%	39%	49%	9%	2%	0%
Brite Info	\$37,288	\$70,803	\$48,477	\$79,320	(\$30,842)	\$77,146	(\$28,669)	40%	60%	0%	0%	0%	0%
Broadcom Corporation	\$52,000	\$130,000	\$91,823	\$85,998	\$5,825	\$84,126	\$7,697	0%	4%	33%	33%	22%	7%
Broader Software	\$36,000	\$80,000	\$52,991	\$67,912	(\$14,920)	\$64,493	(\$11,502)	7%	17%	64%	10%	2%	0%
Brocade Communications Systems	\$78,000	\$132,700	\$107,597	\$82,282	\$25,315	\$80,188	\$27,409	0%	0%	2%	27%	54%	17%
Business Integra	\$44,000	\$65,000	\$50,984	\$66,851	(\$15,867)	\$64,372	(\$13,388)	0%	81%	16%	2%	0%	0%
Business Objects Americas	\$40,950	\$123,376	\$77,772	\$67,999	\$9,773	\$65,862	\$11,910	0%	0%	11%	67%	14%	8%
-C-													
Cadence Design Systems	\$51,813	\$133,162	\$87,917	\$87,810	\$107	\$85,201	\$2,716	0%	26%	22%	15%	30%	7%
Caliber Consulting	\$29,286	\$60,674	\$43,679	\$66,084	(\$22,405)	\$62,758	(\$19,079)	15%	69%	16%	0%	0%	0%
Calvinsoft Technologies	\$42,000	\$72,000	\$55,408	\$64,708	(\$9,300)	\$62,536	(\$7,127)	0%	26%	48%	22%	0%	4%
Cambridge Resource Group	\$32,000	\$75,000	\$44,309	\$70,813	(\$26,504)	\$68,491	(\$24,182)	30%	58%	11%	0%	0%	0%
													Continued

Continued



	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Comcast Cable	\$55,000	\$115,330	\$78,630	\$71,929	\$6,701	\$70,334	\$8,296	0%	11%	32%	21%	25%	11%
Comdata Consulting	\$50,000	\$50,000	\$50,000	\$65,300	(\$15,300)	\$63,770	(\$13,770)	0%	0%	100%	0%	0%	0%
Comp Consults	\$42,000	\$50,773	\$45,264	\$67,748	(\$22,483)	\$64,060	(\$18,796)	0%	84%	16%	0%	0%	0%
Compro Consulting Group	\$40,000	\$75,000	\$47,073	\$65,551	(\$18,478)	\$63,948	(\$16,874)	0%	83%	7%	10%	0%	0%
Comprobase	\$42,390	\$52,000	\$46,740	\$69,135	(\$22,395)	\$66,937	(\$20,196)	0%	96%	4%	0%	0%	0%
CompSys Technologies	\$33,000	\$53,000	\$42,710	\$64,359	(\$21,649)	\$61,430	(\$18,720)	10%	77%	13%	0%	0%	0%
CompuCare Software Systems	\$51,813	\$56,000	\$55,344	\$64,186	(\$8,842)	\$62,648	(\$7,304)	0%	7%	93%	0%	0%	0%
Compugra Systems	\$46,862	\$70,000	\$56,968	\$74,399	(\$17,431)	\$69,751	(\$12,783)	1%	30%	66%	3%	0%	0%
Compunnel Software Group	\$36,400	\$60,008	\$47,649	\$73,087	(\$25,438)	\$70,592	(\$22,943)	30%	61%	7%	2%	0%	0%
CompuSoft Integrated Solutions	\$40,000	\$48,500	\$43,426	\$66,765	(\$23,339)	\$64,162	(\$20,736)	0%	100%	0%	0%	0%	0%
Computech Corporation	\$18,556	\$76,960	\$49,172	\$70,451	(\$21,280)	\$68,660	(\$19,488)	26%	47%	22%	5%	0%	0%
Computech Systems	\$44,000	\$51,500	\$46,667	\$67,433	(\$20,766)	\$64,837	(\$18,171)	0%	81%	19%	0%	0%	0%
Computer Associates	\$53,000	\$116,699	\$76,754	\$75,255	\$1,499	\$72,526	\$4,228	0%	15%	33%	31%	13%	8%
Computer Consultants	\$34,000	\$51,000	\$42,871	\$77,668	(\$34,796)	\$77,159	(\$34,288)	38%	62%	0%	0%	0%	0%
Computer Enterprises	\$36,774	\$61,402	\$58,451	\$63,700	(\$5,249)	\$61,583	(\$3,132)	1%	4%	36%	57%	1%	0%
Computer Horizons	\$45,000	\$150,000	\$72,180	\$69,884	\$2,295	\$67,246	\$4,933	2%	6%	42%	36%	6%	8%
Computer Packages	\$45,000	\$45,000	\$45,000	\$65,900	(\$20,900)	\$63,000	(\$18,000)	0%	100%	0%	0%	0%	0%
Computer Power Group	\$42,500	\$65,100	\$53,069	\$65,447	(\$12,378)	\$63,118	(\$10,049)	0%	16%	84%	0%	0%	0%
Computer Sciences Corporation	\$38,732	\$104,274	\$71,651	\$75,006	(\$3,355)	\$72,736	(\$1,085)	3%	10%	39%	34%	13%	2%
Computer Software Associates	\$46,000	\$50,000	\$46,093	\$72,175	(\$26,082)	\$70,403	(\$24,310)	40%	40%	21%	0%	0%	0%
Computer Task Group	\$35,250	\$114,400	\$64,593	\$73,309	(\$8,717)	\$70,867	(\$6,275)	2%	29%	46%	17%	4%	2%
Computer Technology Solutions	\$47,500	\$57,500	\$48,581	\$66,823	(\$18,242)	\$55,626	(\$7,045)	0%	1%	99%	0%	0%	0%
CompuVision Consulting	\$49,000	\$95,000	\$55,239	\$75,673	(\$20,435)	\$71,044	(\$15,805)	0%	80%	18%	2%	0%	0%
Compuware Corporation	\$39,500	\$65,811	\$50,106	\$66,079	(\$15,973)	\$63,355	(\$13,250)	1%	41%	54%	4%	0%	0%
Comsys	\$38,043	\$97,781	\$63,653	\$67,739	(\$4,086)	\$65,370	(\$1,717)	1%	7%	45%	44%	3%	0%
ComTec Consultants	\$42,000	\$60,000	\$49,828	\$60,220	(\$10,392)	\$57,695	(\$7,867)	0%	19%	62%	19%	0%	0%
Comverse	\$50,000	\$117,000	\$71,779	\$73,266	(\$1,487)	\$71,135	\$644	0%	20%	34%	20%	20%	5%
Concept Schools	\$40,000	\$45,000	\$43,261	\$57,460	(\$14,199)	\$55,140	(\$11,879)	0%	100%	0%	0%	0%	0%
													Continued

Continued

	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Cybrid	\$60,000	\$162,000	\$66,000	\$75,539	(\$9,539)	\$73,331	(\$7,331)	0%	26%	63%	4%	4%	4%
Cygate Software & Consulting	\$46,600	\$80,000	\$54,016	\$76,592	(\$22,576)	\$71,975	(\$17,959)	0%	84%	11%	5%	0%	0%
Cynex	\$44,054	\$49,774	\$46,272	\$75,563	(\$29,291)	\$72,313	(\$26,041)	50%	50%	0%	0%	0%	0%
Cyret Technologies	\$45,000	\$120,000	\$63,676	\$70,283	(\$6,606)	\$68,664	(\$4,988)	0%	9%	82%	3%	3%	3%
-D-													
Data	\$40,000	\$120,640	\$73,686	\$76,562	(\$2,876)	\$71,873	\$1,813	9%	9%	34%	22%	22%	3%
Data Group	\$50,000	\$60,000	\$50,313	\$78,570	(\$28,258)	\$73,730	(\$23,418)	0%	97%	3%	0%	0%	0%
Data Point Systems	\$32,677	\$100,000	\$58,103	\$69,885	(\$11,782)	\$65,687	(\$7,583)	6%	21%	43%	25%	6%	0%
Data Software Research	\$50,000	\$50,000	\$50,000	\$70,560	(\$20,560)	\$66,270	(\$16,270)	0%	100%	0%	0%	0%	0%
Dataformix Technologies	\$44,762	\$72,000	\$52,488	\$76,009	(\$23,521)	\$71,448	(\$18,960)	2%	93%	3%	2%	0%	0%
DatamanUSA	\$35,048	\$93,808	\$45,145	\$69,232	(\$24,087)	\$67,331	(\$22,186)	41%	48%	7%	2%	2%	0%
Datamatics (America)	\$41,400	\$53,165	\$47,511	\$67,959	(\$20,448)	\$65,047	(\$17,537)	2%	61%	37%	0%	0%	0%
Datapoint Systems	\$44,075	\$73,000	\$56,089	\$70,843	(\$14,754)	\$67,443	(\$11,354)	0%	59%	27%	14%	0%	0%
Datasoft Systems	\$39,000	\$45,000	\$41,923	\$70,941	(\$29,018)	\$67,887	(\$25,964)	35%	58%	8%	0%	0%	0%
Datec Corporation	\$46,000	\$91,000	\$58,176	\$56,828	\$1,347	\$54,133	\$4,042	0%	7%	22%	48%	21%	2%
DB Concepts	\$46,000	\$100,000	\$67,852	\$66,939	\$913	\$64,414	\$3,437	1%	6%	27%	54%	12%	0%
DCM Data Systems	\$33,810	\$76,000	\$52,818	\$70,664	(\$17,845)	\$67,714	(\$14,896)	4%	40%	51%	5%	0%	0%
DelaSoft	\$47,400	\$55,600	\$48,253	\$68,133	(\$19,880)	\$67,220	(\$18,967)	1%	68%	31%	0%	0%	0%
Dell	\$37,502	\$109,170	\$72,281	\$70,016	\$2,566	\$66,347	\$6,219	1%	3%	32%	46%	13%	6%
Deloitte & Touche	\$43,000	\$288,000	\$64,498	\$69,742	(\$5,244)	\$67,752	(\$3,255)	0%	23%	46%	22%	8%	2%
Dendrite Interational	\$41,516	\$97,945	\$68,889	\$76,874	(\$7,985)	\$72,267	(\$3,378)	3%	26%	29%	38%	5%	0%
Derex Technologies	\$38,813	\$56,400	\$51,462	\$75,749	(\$24,287)	\$71,006	(\$19,544)	0%	100%	0%	0%	0%	0%
Diaspark	\$46,946	\$71,500	\$49,271	\$75,482	(\$26,210)	\$71,040	(\$21,769)	0%	92%	7%	0%	0%	0%
Dibon Solutions	\$36,000	\$60,000	\$48,631	\$69,056	(\$20,425)	\$63,923	(\$15,293)	8%	1%	90%	0%	0%	0%
Dice Technologies	\$36,899	\$70,000	\$58,435	\$46,554	\$11,881	\$43,827	\$14,608	0%	0%	4%	11%	85%	0%
digiBlitz Technologies	\$25,000	\$65,000	\$47,943	\$62,844	(\$14,901)	\$59,915	(\$11,973)	0%	54%	40%	6%	0%	0%
Digital Liberty Group	\$39,978	\$55,000	\$47,988	\$72,331	(\$24,343)	\$69,279	(\$21,291)	0%	81%	17%	2%	0%	0%
Diverse Lynx	\$40,000	\$70,000	\$52,293	\$72,469	(\$20,176)	\$68,198	(\$15,905)	3%	62%	26%	9%	0%	0%
													Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
DivIHN Integration	\$41,500	\$84,000	\$51,066	\$73,120	(\$22,055)	\$71,167	(\$20,102)	6%	72%	16%	6%	0%	0%
DLG Universal	\$45,000	\$55,000	\$48,640	\$69,853	(\$21,213)	\$66,424	(\$17,785)	0%	99%	1%	0%	0%	0%
Doon Technologies	\$36,100	\$50,000	\$38,092	\$76,938	(\$38,846)	\$72,268	(\$34,177)	90%	10%	0%	0%	0%	0%
Droisys	\$35,000	\$200,000	\$62,673	\$70,044	(\$7,371)	\$67,775	(\$5,102)	7%	39%	29%	14%	7%	4%
Dynamic Software Consultants	\$42,000	\$65,000	\$49,336	\$68,719	(\$19,383)	\$65,268	(\$15,932)	3%	70%	25%	1%	0%	0%
DynPro	\$31,574	\$85,238	\$50,062	\$69,372	(\$19,310)	\$66,680	(\$16,617)	13%	70%	9%	4%	4%	0%
-E-													
E Computer Technologies	\$40,000	\$40,000	\$40,000	\$68,490	(\$28,490)	\$66,580	(\$26,580)	100%	0%	0%	0%	0%	0%
E Infotek Solutions	\$55,000	\$65,000	\$64,054	\$85,942	(\$21,888)	\$84,211	(\$20,157)	0%	86%	14%	0%	0%	0%
E Methods	\$40,000	\$45,000	\$40,161	\$62,988	(\$22,827)	\$59,838	(\$19,677)	16%	81%	3%	0%	0%	0%
E*Pro	\$39,520	\$53,040	\$50,695	\$63,442	(\$12,747)	\$63,393	(\$12,698)	0%	12%	88%	0%	0%	0%
EAPT Solutions	\$33,030	\$61,214	\$42,817	\$65,708	(\$22,891)	\$62,147	(\$19,330)	47%	21%	16%	16%	0%	0%
EarthLink	\$47,500	\$94,162	\$74,909	\$75,326	(\$417)	\$73,098	\$1,812	0%	2%	45%	52%	0%	0%
E-Base Technologies	\$49,941	\$50,000	\$49,998	\$76,058	(\$26,060)	\$71,737	(\$21,739)	0%	100%	0%	0%	0%	0%
eBay	\$51,000	\$142,584	\$93,621	\$83,052	\$10,569	\$81,311	\$12,310	0%	4%	19%	49%	19%	9%
eBusiness Application Solutions	\$45,760	\$78,000	\$46,506	\$72,657	(\$26,151)	\$68,747	(\$22,241)	0%	79%	21%	0%	0%	0%
eBusinesscorp	\$35,942	\$45,885	\$45,529	\$74,868	(\$29,339)	\$74,265	(\$28,736)	0%	100%	0%	0%	0%	0%
eBusinessware	\$44,117	\$108,640	\$56,638	\$71,046	(\$14,407)	\$67,483	(\$10,845)	0%	45%	41%	10%	0%	3%
EchoSphere	\$46,353	\$93,716	\$67,951	\$76,107	(\$8,156)	\$73,530	(\$5,578)	19%	14%	24%	35%	8%	0%
eClinicalWorks	\$33,025	\$100,000	\$49,063	\$74,513	(\$25,450)	\$73,296	(\$24,233)	20%	63%	11%	6%	0%	0%
ECOM Consulting	\$28,246	\$62,000	\$47,004	\$69,113	(\$22,109)	\$65,057	(\$18,053)	2%	81%	15%	2%	0%	0%
Ecom Solutions	\$37,800	\$59,000	\$50,829	\$64,321	(\$13,492)	\$61,766	(\$10,937)	1%	24%	75%	0%	0%	0%
ECommercePioneer.com	\$30,000	\$60,000	\$37,857	\$70,278	(\$32,421)	\$66,828	(\$28,971)	83%	14%	2%	0%	0%	0%
EcomNets	\$28,000	\$85,000	\$50,086	\$76,893	(\$26,808)	\$75,946	(\$25,860)	0%	94%	3%	3%	0%	0%
eCRM Labs	\$45,000	\$51,500	\$51,309	\$77,185	(\$25,876)	\$72,348	(\$21,039)	3%	97%	0%	0%	0%	0%
Edge Technologies	\$35,000	\$50,500	\$42,607	\$50,946	(\$8,339)	\$48,134	(\$5,528)	0%	17%	77%	6%	0%	0%
EIS Technologies	\$47,861	\$55,000	\$49,791	\$69,800	(\$20,009)	\$62,429	(\$12,637)	0%	0%	100%	0%	0%	0%
E-IT Professionals	\$48,000	\$72,800	\$56,806	\$70,094	(\$13,288)	\$68,653	(\$11,847)	0%	50%	38%	12%	0%	0%
												Continued	

	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Electronic Arts	\$46,000	\$101,000	\$68,376	\$78,728	(\$10,352)	\$76,338	(\$7,962)	0%	31%	44%	26%	0%	0%
Electronic Data Systems	\$36,500	\$116,200	\$72,169	\$69,440	\$2,728	\$67,659	\$4,509	5%	5%	31%	39%	14%	6%
Eli Lilly and Company	\$59,940	\$98,015	\$75,172	\$65,627	\$9,545	\$62,249	\$12,923	0%	0%	7%	52%	26%	15%
Elite Solutions	\$42,000	\$62,000	\$49,006	\$71,811	(\$22,805)	\$68,125	(\$19,119)	34%	49%	17%	0%	0%	0%
Emacs Technologies	\$45,000	\$50,000	\$46,429	\$60,139	(\$13,710)	\$60,481	(\$14,053)	4%	68%	21%	7%	0%	0%
EMC Corporation	\$31,023	\$142,000	\$68,639	\$84,561	(\$15,922)	\$83,026	(\$14,387)	18%	45%	16%	16%	4%	1%
Emergent Scientific	\$42,765	\$56,950	\$47,542	\$70,496	(\$22,954)	\$68,418	(\$20,876)	7%	90%	3%	0%	0%	0%
Emergtech Business Solutions	\$40,000	\$62,000	\$51,835	\$70,205	(\$18,370)	\$67,086	(\$15,251)	3%	58%	36%	3%	0%	0%
E-Methods	\$40,000	\$40,000	\$40,000	\$65,929	(\$25,929)	\$61,232	(\$21,232)	0%	100%	0%	0%	0%	0%
Empower IT d/b/a Infobahn Technologies	\$46,000	\$82,000	\$57,909	\$79,868	(\$21,959)	\$78,907	(\$20,998)	2%	78%	20%	0%	0%	0%
Empower Professionals	\$42,000	\$50,000	\$44,284	\$62,565	(\$18,281)	\$61,463	(\$17,179)	2%	96%	0%	2%	0%	0%
Enlight Corporation USA	\$45,011	\$46,051	\$45,016	\$73,337	(\$28,321)	\$70,719	(\$25,703)	100%	0%	0%	0%	0%	0%
eNRI Technologies	\$58,240	\$58,240	\$58,240	\$66,644	(\$8,404)	\$63,683	(\$5,443)	0%	0%	93%	7%	0%	0%
enrich IT	\$50,000	\$63,000	\$55,410	\$71,705	(\$16,296)	\$69,428	(\$14,019)	0%	58%	42%	0%	0%	0%
Enrnet Business Systems	\$47,900	\$53,726	\$48,692	\$77,058	(\$28,366)	\$72,179	(\$23,488)	0%	100%	0%	0%	0%	0%
Enterprise Business Solutions	\$49,504	\$64,920	\$51,420	\$66,554	(\$15,134)	\$63,916	(\$12,496)	0%	26%	74%	0%	0%	0%
Enterprise Logic	\$40,000	\$40,000	\$40,000	\$61,641	(\$21,641)	\$59,471	(\$19,471)	36%	64%	0%	0%	0%	0%
Enterprise Software Solutions	\$37,232	\$76,000	\$52,109	\$73,922	(\$21,813)	\$69,314	(\$17,205)	0%	82%	9%	9%	0%	0%
Enterprise Solutions	\$29,141	\$85,000	\$48,015	\$68,368	(\$20,353)	\$65,583	(\$17,568)	9%	58%	32%	1%	0%	0%
Environmental Systems Research Institute	\$43,160	\$90,168	\$58,196	\$76,060	(\$17,864)	\$73,570	(\$15,374)	6%	40%	47%	7%	0%	0%
ePace Technologies	\$41,725	\$57,100	\$48,285	\$70,061	(\$21,776)	\$66,131	(\$17,846)	7%	36%	57%	0%	0%	0%
ePairs	\$48,000	\$90,000	\$55,353	\$86,956	(\$31,604)	\$85,471	(\$30,118)	53%	35%	0%	12%	0%	0%
Epic Systems Corporation	\$44,000	\$51,000	\$48,319	\$61,664	(\$13,344)	\$57,446	(\$9,127)	28%	0%	72%	0%	0%	0%
ePower	\$30,000	\$53,000	\$45,421	\$68,685	(\$23,264)	\$64,203	(\$18,781)	9%	81%	10%	0%	0%	0%
Erix Advisors	\$51,813	\$51,813	\$51,813	\$72,135	(\$20,322)	\$69,700	(\$17,887)	0%	100%	0%	0%	0%	0%
Ernst & Young	\$40,000	\$115,000	\$77,347	\$75,056	\$2,291	\$72,694	\$4,653	1%	0%	47%	40%	12%	0%
													Continued

Continued

	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Fidelity Investments	\$44,741	\$99,341	\$64,655	\$77,127	(\$12,472)	\$75,903	(\$11,248)	4%	35%	40%	19%	2%	0%
FinancialOxygen	\$40,000	\$60,000	\$46,000	\$73,554	(\$27,554)	\$70,881	(\$24,881)	70%	0%	30%	0%	0%	0%
First Object	\$46,500	\$59,280	\$50,082	\$68,912	(\$18,831)	\$63,768	(\$13,686)	0%	3%	97%	0%	0%	0%
First Tek Technologies	\$31,429	\$84,000	\$49,160	\$68,142	(\$18,982)	\$64,380	(\$15,220)	5%	62%	17%	16%	0%	0%
Firstobject	\$45,000	\$60,000	\$49,790	\$69,717	(\$19,926)	\$65,178	(\$15,388)	0%	39%	61%	0%	0%	0%
Flextronics Software Systems	\$60,000	\$71,800	\$63,622	\$83,850	(\$20,228)	\$81,877	(\$18,255)	0%	50%	50%	0%	0%	0%
Fortune 500 Systems	\$36,338	\$47,000	\$39,905	\$60,781	(\$20,876)	\$59,795	(\$19,889)	2%	95%	2%	0%	0%	0%
Fourth Technologies	\$36,000	\$56,000	\$47,142	\$72,511	(\$25,368)	\$68,613	(\$21,471)	13%	78%	9%	0%	0%	0%
Friendly Consultants	\$36,067	\$36,067	\$36,067	\$79,911	(\$43,844)	\$75,593	(\$39,526)	100%	0%	0%	0%	0%	0%
Fujitsu	\$29,370	\$122,596	\$82,284	\$79,214	\$3,069	\$77,014	\$5,270	3%	5%	26%	53%	11%	3%
Fulcrum Logic	\$50,887	\$80,000	\$58,387	\$76,930	(\$18,543)	\$72,010	(\$13,623)	0%	75%	18%	7%	0%	0%
Future Communications Software	\$54,700	\$72,700	\$69,121	\$86,435	(\$17,314)	\$85,145	(\$16,024)	0%	17%	83%	0%	0%	0%
Future Technology Foundation	\$33,405	\$67,808	\$50,164	\$71,340	(\$21,176)	\$67,826	(\$17,662)	20%	41%	38%	2%	0%	0%
FutureTech Consultants	\$36,525	\$50,000	\$43,988	\$69,093	(\$25,106)	\$63,907	(\$19,919)	3%	84%	13%	0%	0%	0%
-G-													
G4 Technologies	\$60,000	\$62,750	\$60,092	\$77,277	(\$17,185)	\$72,562	(\$12,471)	0%	0%	97%	3%	0%	0%
Gallop Technologies	\$45,000	\$60,000	\$54,189	\$68,558	(\$14,369)	\$66,676	(\$12,487)	0%	45%	55%	0%	0%	0%
Gantec Corporation	\$40,851	\$66,000	\$51,013	\$67,826	(\$16,813)	\$66,080	(\$15,068)	1%	77%	20%	1%	0%	0%
GAVS Information Services	\$48,000	\$71,000	\$54,207	\$69,140	(\$14,933)	\$66,260	(\$12,053)	0%	51%	47%	2%	0%	0%
GC-VAK Software (USA)	\$36,067	\$60,000	\$48,344	\$76,766	(\$28,422)	\$71,917	(\$23,573)	27%	72%	1%	0%	0%	0%
General Electric Company	\$45,000	\$147,680	\$73,296	\$69,706	\$3,589	\$67,802	\$5,493	0%	9%	35%	31%	17%	8%
Genesys Telecommunications Laboratories	\$65,083	\$119,396	\$85,704	\$84,847	\$858	\$83,112	\$2,592	0%	3%	47%	38%	9%	3%
Genex Technologies	\$38,000	\$65,000	\$48,026	\$74,548	(\$26,521)	\$73,217	(\$25,190)	26%	72%	1%	0%	0%	0%
Genome International	\$30,000	\$70,000	\$41,565	\$63,386	(\$21,822)	\$58,959	(\$17,394)	9%	83%	7%	1%	0%	0%
GEO911	\$50,000	\$50,000	\$50,000	\$71,830	(\$21,830)	\$69,850	(\$19,850)	0%	100%	0%	0%	0%	0%
Global Careers	\$50,000	\$60,325	\$56,082	\$66,070	(\$9,988)	\$63,155	(\$7,073)	0%	38%	59%	3%	0%	0%
Global Computer Enterprises	\$45,000	\$150,000	\$81,100	\$72,753	\$8,347	\$71,043	\$10,057	6%	14%	31%	17%	11%	20%
Global Computer Solutions	\$50,000	\$60,000	\$53,032	\$60,596	(\$7,564)	\$61,252	(\$8,219)	0%	0%	100%	0%	0%	0%
													Continued



Continued



	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
H1Bjobs	\$60,000	\$60,000	\$60,000	\$63,505	(\$3,505)	\$61,260	(\$1,260)	0%	0%	31%	69%	0%	0%
Halcyon Solutions	\$48,000	\$125,000	\$51,784	\$61,505	(\$9,722)	\$58,802	(\$7,018)	0%	3%	92%	2%	1%	1%
Hallmark Global Technologies	\$45,000	\$60,000	\$45,430	\$68,938	(\$23,507)	\$68,291	(\$22,861)	0%	96%	3%	1%	0%	0%
Hansoft	\$44,000	\$55,000	\$46,552	\$76,701	(\$30,149)	\$72,176	(\$25,624)	62%	38%	0%	0%	0%	0%
Harvard Soft	\$42,453	\$63,378	\$50,309	\$71,916	(\$21,607)	\$70,815	(\$20,506)	5%	89%	5%	0%	0%	0%
HB Technologies	\$43,763	\$65,000	\$49,890	\$62,952	(\$13,061)	\$61,302	(\$11,412)	0%	22%	75%	3%	0%	0%
HCL Systems	\$45,000	\$47,840	\$46,375	\$63,501	(\$17,126)	\$59,855	(\$13,479)	0%	7%	93%	0%	0%	0%
HCL Technologies	\$21,539	\$77,771	\$48,654	\$69,710	(\$21,056)	\$67,188	(\$18,534)	16%	54%	29%	1%	0%	0%
HD Dimension Corporation	\$42,000	\$60,000	\$45,218	\$84,528	(\$39,310)	\$82,247	(\$37,029)	98%	0%	2%	0%	0%	0%
Headstrong	\$55,000	\$115,000	\$66,736	\$72,877	(\$6,142)	\$71,155	(\$4,420)	0%	16%	56%	17%	9%	2%
Hermes Technologies	\$50,000	\$60,000	\$56,667	\$77,272	(\$20,605)	\$72,368	(\$15,702)	0%	67%	33%	0%	0%	0%
Hewitt Associates	\$38,000	\$91,000	\$59,360	\$69,986	(\$10,626)	\$67,535	(\$8,175)	16%	26%	26%	23%	9%	0%
Hewlett-Packard Company	\$49,546	\$113,984	\$81,435	\$79,762	\$1,673	\$77,473	\$3,961	1%	6%	31%	45%	16%	1%
Hewlett-Packard GlobalSoft Ltd.	\$48,331	\$88,749	\$64,421	\$70,407	(\$5,987)	\$67,827	(\$3,407)	0%	7%	62%	30%	1%	1%
Hexaware Technologies	\$48,000	\$95,000	\$54,346	\$74,222	(\$19,876)	\$69,940	(\$15,595)	0%	62%	32%	6%	0%	0%
Hidef Technologies	\$34,500	\$53,165	\$42,851	\$64,239	(\$21,388)	\$61,932	(\$19,082)	19%	80%	1%	0%	0%	0%
Highdata Software	\$45,000	\$60,000	\$47,610	\$63,267	(\$15,657)	\$63,228	(\$15,618)	2%	73%	24%	0%	0%	0%
HIQ Software Solutions	\$42,000	\$65,000	\$47,224	\$71,018	(\$23,794)	\$67,666	(\$20,442)	0%	89%	7%	4%	0%	0%
Hitachi	\$42,000	\$118,287	\$85,187	\$79,966	\$5,221	\$77,735	\$7,452	2%	12%	14%	45%	22%	4%
Horizon Companies	\$45,000	\$90,000	\$54,778	\$76,851	(\$22,073)	\$72,646	(\$17,868)	6%	63%	27%	2%	2%	0%
Horizon Computer Services	\$40,000	\$73,000	\$54,491	\$69,502	(\$15,011)	\$66,469	(\$11,978)	2%	35%	56%	7%	0%	0%
HSBC	\$42,000	\$130,000	\$84,729	\$72,742	\$11,987	\$69,449	\$15,280	2%	0%	31%	27%	24%	17%
HTC Global Services	\$41,000	\$70,000	\$52,725	\$67,537	(\$14,812)	\$65,986	(\$13,261)	1%	57%	40%	1%	0%	0%
Hytech Consulting	\$45,000	\$76,500	\$57,173	\$59,540	(\$2,367)	\$57,576	(\$402)	0%	6%	53%	31%	10%	0%
-I-													
I & I Software	\$45,500	\$60,000	\$47,833	\$60,640	(\$12,807)	\$59,660	(\$11,827)	0%	0%	92%	8%	0%	0%
I Q Systems	\$40,000	\$65,000	\$56,776	\$67,912	(\$11,136)	\$64,509	(\$7,733)	0%	8%	85%	8%	0%	0%
IAPPZ Solutions	\$40,000	\$62,000	\$47,133	\$74,213	(\$27,080)	\$71,821	(\$24,688)	52%	46%	1%	0%	0%	0%
												Continued	

Continued

	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
infoNero	\$23,462	\$44,600	\$28,461	\$45,931	(\$17,470)	\$43,846	(\$15,385)	29%	71%	0%	0%	0%	0%
Infonet Services	\$55,000	\$90,000	\$74,801	\$75,527	(\$726)	\$72,059	\$2,742	10%	3%	10%	68%	10%	0%
Infonet Technologies	\$42,000	\$55,000	\$45,519	\$67,529	(\$22,010)	\$65,588	(\$20,068)	12%	85%	2%	2%	0%	0%
Inforide Technologies	\$44,000	\$55,000	\$45,832	\$69,027	(\$23,195)	\$67,151	(\$21,319)	0%	95%	5%	0%	0%	0%
Inforika Technology Solution	\$47,590	\$65,000	\$48,603	\$72,116	(\$23,513)	\$69,963	(\$21,360)	0%	90%	7%	3%	0%	0%
Informatic Technologies	\$58,500	\$85,000	\$64,267	\$61,984	\$2,284	\$61,296	\$2,972	0%	0%	39%	59%	2%	0%
Informatica	\$47,278	\$106,865	\$77,591	\$77,227	\$364	\$74,962	\$2,629	0%	8%	35%	35%	23%	0%
Information Gateways	\$49,774	\$62,000	\$52,300	\$76,443	(\$24,143)	\$75,052	(\$22,752)	0%	96%	4%	0%	0%	0%
Informatix Corporation	\$45,000	\$60,000	\$47,366	\$66,415	(\$19,048)	\$62,805	(\$15,438)	0%	67%	33%	0%	0%	0%
Infospan	\$49,504	\$51,501	\$51,319	\$67,287	(\$15,968)	\$64,485	(\$13,165)	0%	30%	70%	0%	0%	0%
Infospan Technologies	\$50,000	\$70,000	\$59,398	\$61,322	(\$1,924)	\$61,850	(\$2,452)	0%	2%	88%	10%	0%	0%
Infosys	\$19,029	\$72,000	\$49,197	\$68,273	(\$19,076)	\$65,376	(\$16,179)	15%	33%	49%	3%	0%	0%
Infotech Consulting	\$30,930	\$95,000	\$53,341	\$68,540	(\$15,199)	\$66,348	(\$13,008)	3%	28%	59%	10%	0%	0%
Infotech Global	\$36,067	\$88,703	\$53,168	\$77,262	(\$24,094)	\$72,425	(\$19,257)	3%	83%	11%	3%	0%	0%
Infotech Professionals	\$42,000	\$60,000	\$50,803	\$76,040	(\$25,237)	\$71,278	(\$20,474)	0%	85%	15%	0%	0%	0%
Infotech Software Solutions	\$40,000	\$54,558	\$43,539	\$72,015	(\$28,475)	\$68,621	(\$25,082)	50%	50%	0%	0%	0%	0%
InfoVision Consultants	\$47,500	\$93,000	\$68,519	\$77,984	(\$9,465)	\$74,924	(\$6,404)	0%	11%	69%	19%	0%	0%
InfoVision21	\$42,000	\$68,000	\$44,764	\$61,149	(\$16,385)	\$58,437	(\$13,673)	0%	78%	19%	3%	0%	0%
Infovista Technology	\$35,000	\$50,000	\$46,022	\$64,411	(\$18,389)	\$64,580	(\$18,557)	4%	47%	49%	0%	0%	0%
Infowave Systems	\$33,600	\$104,000	\$50,122	\$76,383	(\$26,261)	\$75,503	(\$25,381)	48%	38%	12%	1%	1%	0%
Infoyogi	\$40,000	\$40,000	\$40,000	\$87,670	(\$47,670)	\$86,150	(\$46,150)	100%	0%	0%	0%	0%	0%
Innova Solutions	\$64,600	\$72,700	\$70,167	\$87,441	(\$17,274)	\$85,857	(\$15,690)	0%	11%	89%	0%	0%	0%
Innovative Business Solutions	\$30,389	\$72,640	\$45,046	\$61,215	(\$16,169)	\$59,946	(\$14,900)	1%	54%	36%	9%	0%	0%
Innovative Consulting Solutions	\$42,765	\$60,000	\$51,169	\$71,488	(\$20,319)	\$69,103	(\$17,934)	1%	85%	14%	0%	0%	0%
Innovative Information Technologies	\$40,000	\$89,200	\$56,379	\$75,312	(\$18,933)	\$71,438	(\$15,059)	0%	54%	41%	5%	0%	0%
Inovant	\$40,477	\$125,580	\$75,273	\$71,972	\$3,301	\$69,500	\$5,772	0%	24%	16%	29%	25%	6%
Insolixen	\$42,000	\$66,000	\$52,550	\$77,205	(\$24,655)	\$75,179	(\$22,629)	24%	76%	0%	0%	0%	0%
Instcomp	\$40,000	\$67,517	\$48,955	\$70,182	(\$21,227)	\$66,152	(\$17,198)	2%	64%	30%	3%	0%	0%
													Continued

Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
IT People	\$45,000	\$70,000	\$50,979	\$65,222	(\$14,242)	\$62,204	(\$11,224)	0%	14%	85%	1%	0%	0%
IT Solutions USA	\$39,200	\$45,200	\$41,689	\$62,572	(\$20,882)	\$59,712	(\$18,023)	27%	70%	3%	0%	0%	0%
IT Spin	\$42,386	\$59,218	\$45,257	\$61,092	(\$15,835)	\$61,183	(\$15,926)	0%	94%	6%	0%	0%	0%
Itecell	\$40,000	\$50,000	\$44,286	\$69,250	(\$24,964)	\$64,030	(\$19,744)	0%	71%	29%	0%	0%	0%
iTech US	\$35,963	\$100,000	\$54,465	\$64,351	(\$9,885)	\$57,094	(\$2,629)	4%	16%	55%	15%	10%	1%
Itek Consulting	\$50,000	\$70,000	\$51,471	\$84,449	(\$32,979)	\$82,041	(\$30,571)	88%	0%	9%	3%	0%	0%
iTrendz	\$52,000	\$72,000	\$58,635	\$77,486	(\$18,851)	\$72,805	(\$14,170)	0%	37%	62%	2%	0%	0%
-J-													
Jags Software	\$35,000	\$62,500	\$46,472	\$69,270	(\$22,798)	\$68,660	(\$22,188)	14%	72%	14%	0%	0%	0%
JCG Technologies	\$40,000	\$50,000	\$47,115	\$63,686	(\$16,571)	\$59,849	(\$12,733)	0%	20%	80%	0%	0%	0%
Jean Martin	\$45,000	\$90,000	\$47,935	\$69,769	(\$21,834)	\$66,520	(\$18,585)	0%	85%	14%	0%	0%	0%
Jeevan Technologies	\$45,000	\$85,000	\$57,351	\$71,517	(\$14,166)	\$68,697	(\$11,346)	0%	53%	7%	40%	0%	0%
Jireh Solutions	\$43,000	\$50,000	\$45,061	\$69,719	(\$24,657)	\$65,941	(\$20,879)	0%	83%	17%	0%	0%	0%
Johnson Controls	\$52,291	\$85,000	\$73,432	\$69,571	\$3,861	\$68,396	\$5,036	0%	3%	21%	76%	0%	0%
JP Morgan Chase	\$45,000	\$135,000	\$81,002	\$67,515	\$13,486	\$65,302	\$15,700	0%	4%	15%	34%	34%	13%
JRD Systems	\$37,814	\$51,475	\$44,342	\$68,201	(\$23,858)	\$66,022	(\$21,679)	19%	81%	0%	0%	0%	0%
JSMN International	\$31,824	\$65,000	\$54,549	\$75,560	(\$21,011)	\$70,856	(\$16,307)	1%	87%	12%	1%	0%	0%
-K-													
K&M Softech	\$30,000	\$73,800	\$38,376	\$63,164	(\$24,788)	\$60,654	(\$22,278)	54%	36%	7%	4%	0%	0%
Kaizen Technologies	\$42,000	\$63,336	\$51,211	\$75,738	(\$24,528)	\$71,210	(\$19,999)	7%	82%	11%	0%	0%	0%
Kalven Technologies	\$40,000	\$60,000	\$50,589	\$69,890	(\$19,301)	\$67,991	(\$17,402)	0%	61%	39%	0%	0%	0%
Kanbay	\$53,000	\$122,000	\$61,445	\$69,643	(\$8,198)	\$67,070	(\$5,626)	0%	3%	86%	9%	2%	1%
Keane	\$36,566	\$99,278	\$64,425	\$73,587	(\$9,161)	\$71,353	(\$6,928)	6%	32%	23%	35%	3%	0%
Keshav Consulting Solutions	\$42,000	\$75,000	\$47,788	\$68,549	(\$20,762)	\$64,432	(\$16,644)	0%	85%	9%	6%	0%	0%
Key Business Solutions	\$41,000	\$95,000	\$52,681	\$62,505	(\$9,824)	\$60,094	(\$7,413)	0%	38%	19%	26%	13%	4%
KGF Associates	\$45,000	\$53,248	\$48,546	\$69,136	(\$20,589)	\$65,576	(\$17,030)	4%	93%	4%	0%	0%	0%
Klarus	\$45,000	\$60,000	\$49,172	\$64,742	(\$15,569)	\$61,020	(\$11,848)	0%	7%	90%	3%	0%	0%
KLA-Tencor Corporation	\$62,500	\$112,652	\$86,656	\$77,060	\$9,596	\$74,735	\$11,921	0%	0%	26%	35%	35%	4%
													Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
KLM Software Services	\$40,000	\$100,000	\$65,957	\$65,469	\$489	\$63,940	\$2,017	0%	4%	43%	36%	15%	2%
KMD Global	\$48,000	\$50,000	\$48,063	\$66,837	(\$18,774)	\$64,657	(\$16,594)	0%	97%	3%	0%	0%	0%
Knack Systems	\$52,000	\$123,400	\$73,306	\$77,441	(\$4,135)	\$72,686	\$619	0%	6%	15%	76%	0%	3%
Knightsbridge Solutions	\$43,285	\$87,422	\$63,498	\$71,484	(\$7,986)	\$69,524	(\$6,026)	6%	11%	45%	38%	0%	0%
Koneru Software Services	\$45,000	\$50,000	\$45,161	\$69,920	(\$24,759)	\$62,480	(\$17,319)	0%	0%	100%	0%	0%	0%
KPIT Infosystems	\$40,500	\$82,000	\$54,665	\$76,004	(\$21,339)	\$71,773	(\$17,109)	38%	23%	25%	14%	0%	0%
KPK Technologies	\$45,000	\$53,000	\$47,200	\$66,101	(\$18,901)	\$62,920	(\$15,720)	0%	74%	26%	0%	0%	0%
KPMG	\$39,900	\$110,000	\$59,573	\$72,651	(\$13,078)	\$69,555	(\$9,982)	0%	36%	42%	20%	1%	0%
Kraftware	\$31,000	\$70,000	\$46,575	\$63,946	(\$17,371)	\$61,315	(\$14,740)	3%	62%	33%	1%	0%	0%
Krijal Softek	\$43,000	\$58,720	\$47,866	\$75,700	(\$27,834)	\$75,340	(\$27,474)	0%	88%	12%	0%	0%	0%
K-Soft Information Technologies	\$54,496	\$54,496	\$54,496	\$62,020	(\$7,524)	\$60,530	(\$6,034)	0%	0%	100%	0%	0%	0%
Kumaran Systems	\$43,805	\$58,000	\$44,719	\$59,953	(\$15,234)	\$57,336	(\$12,617)	0%	72%	0%	27%	2%	0%
-L-													
Lancesoft	\$45,000	\$48,000	\$47,913	\$66,407	(\$18,495)	\$63,543	(\$15,630)	0%	3%	97%	0%	0%	0%
Lanco Global Systems	\$35,000	\$60,000	\$51,481	\$69,015	(\$17,534)	\$62,650	(\$11,169)	2%	38%	60%	0%	0%	0%
Larsen & Toubro Infotech	\$30,742	\$95,000	\$47,156	\$69,771	(\$22,615)	\$66,778	(\$19,622)	21%	51%	26%	2%	0%	0%
Lason Systems	\$45,500	\$50,000	\$48,875	\$63,310	(\$14,435)	\$61,950	(\$13,075)	0%	25%	75%	0%	0%	0%
Lehman Brothers	\$55,000	\$144,000	\$96,823	\$72,733	\$24,090	\$68,768	\$28,055	0%	2%	13%	23%	31%	31%
Lekha	\$37,750	\$60,000	\$46,035	\$71,149	(\$25,114)	\$67,481	(\$21,446)	9%	78%	13%	0%	0%	0%
Libsys	\$40,000	\$61,500	\$50,241	\$68,113	(\$17,872)	\$65,252	(\$15,011)	0%	56%	44%	0%	0%	0%
Lockheed Martin Information & Technology Services	\$30,948	\$95,291	\$65,540	\$70,600	(\$5,060)	\$68,864	(\$3,324)	15%	7%	26%	41%	11%	0%
Lodestar Systems	\$27,227	\$56,202	\$46,048	\$70,605	(\$24,557)	\$67,922	(\$21,874)	17%	74%	9%	0%	0%	0%
Logic Bytes	\$40,000	\$47,500	\$45,712	\$74,735	(\$29,022)	\$70,186	(\$24,474)	24%	69%	4%	4%	0%	0%
Logic Planet	\$48,000	\$60,000	\$51,631	\$75,516	(\$23,885)	\$70,917	(\$19,287)	0%	89%	11%	0%	0%	0%
Logic Soft	\$34,000	\$62,400	\$46,434	\$69,419	(\$22,985)	\$67,151	(\$20,717)	2%	88%	7%	3%	0%	0%
Logistic Solutions	\$38,626	\$61,859	\$51,720	\$80,222	(\$28,503)	\$78,253	(\$26,534)	13%	85%	0%	3%	0%	0%
Lucent Technologies	\$60,000	\$124,000	\$89,790	\$82,128	\$7,662	\$79,799	\$9,991	0%	6%	24%	39%	27%	4%
Luceo	\$42,000	\$56,500	\$43,936	\$65,278	(\$21,342)	\$63,722	(\$19,786)	0%	90%	10%	0%	0%	0%

Continued

	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Lucid Technologies	\$45,000	\$75,000	\$55,000	\$67,620	(\$12,620)	\$63,799	(\$8,799)	0%	20%	60%	20%	0%	0%
-M-													
MAARS	\$45,000	\$90,000	\$57,743	\$71,093	(\$13,350)	\$69,267	(\$11,524)	0%	49%	40%	6%	6%	0%
Macrosoft	\$42,000	\$82,000	\$52,404	\$76,469	(\$24,065)	\$71,837	(\$19,433)	16%	58%	26%	0%	0%	0%
Magna Infotech	\$30,806	\$106,000	\$44,646	\$70,643	(\$25,997)	\$67,063	(\$22,417)	11%	84%	5%	0%	0%	0%
Magna Systems International	\$28,246	\$56,472	\$43,466	\$67,943	(\$24,477)	\$65,011	(\$21,545)	14%	83%	3%	0%	0%	0%
Majesco Software	\$45,000	\$74,100	\$57,886	\$69,518	(\$11,632)	\$66,538	(\$8,651)	0%	22%	64%	10%	2%	1%
Makro Technologies	\$48,000	\$67,500	\$51,411	\$77,547	(\$26,136)	\$72,720	(\$21,309)	1%	97%	2%	0%	0%	0%
Malla Systems d/b/a Efulfent	\$35,589	\$57,450	\$42,559	\$61,098	(\$18,538)	\$58,363	(\$15,804)	8%	45%	47%	0%	0%	0%
Malvi Systems	\$35,000	\$75,000	\$40,000	\$76,930	(\$36,930)	\$72,010	(\$32,010)	99%	0%	0%	1%	0%	0%
Manhattan Associates	\$32,136	\$71,469	\$54,803	\$70,171	(\$15,367)	\$68,718	(\$13,914)	3%	56%	36%	3%	2%	0%
Manugistics	\$48,000	\$101,353	\$68,445	\$70,779	(\$2,334)	\$69,818	(\$1,374)	0%	17%	34%	37%	12%	0%
Marlabs	\$43,000	\$70,000	\$57,095	\$65,903	(\$8,807)	\$63,433	(\$6,338)	0%	11%	55%	33%	0%	0%
Maruthi Technologies	\$48,000	\$55,000	\$48,448	\$69,250	(\$20,802)	\$64,030	(\$15,582)	0%	0%	100%	0%	0%	0%
Marvel Infotech	\$37,000	\$65,000	\$50,085	\$72,019	(\$21,934)	\$68,029	(\$17,944)	0%	67%	33%	0%	0%	0%
Marvell Semiconductor	\$64,600	\$130,000	\$91,660	\$86,132	\$5,527	\$84,506	\$7,154	0%	13%	23%	42%	19%	3%
Mascon IT Limited	\$25,875	\$90,000	\$47,442	\$71,884	(\$24,442)	\$69,785	(\$22,343)	22%	65%	13%	0%	0%	0%
Mastek-DC Offshore Development	\$50,000	\$78,750	\$58,488	\$63,444	(\$4,956)	\$62,074	(\$3,585)	0%	1%	84%	15%	0%	0%
Masterex Technologies	\$35,942	\$80,000	\$51,400	\$75,057	(\$23,658)	\$70,612	(\$19,212)	6%	85%	3%	6%	0%	0%
Masterminds Global Solutions	\$35,714	\$86,000	\$54,715	\$67,498	(\$12,783)	\$64,160	(\$9,445)	3%	51%	20%	20%	5%	0%
Materials Software System	\$40,000	\$50,000	\$41,598	\$67,740	(\$26,142)	\$64,980	(\$23,382)	1%	94%	5%	0%	0%	0%
Maxil Technology Solutions	\$43,000	\$85,000	\$52,791	\$67,627	(\$14,836)	\$65,371	(\$12,580)	0%	72%	21%	4%	4%	0%
Maxisit	\$35,000	\$51,147	\$39,875	\$77,070	(\$37,196)	\$72,688	(\$32,814)	84%	16%	0%	0%	0%	0%
MBT International	\$43,160	\$81,180	\$52,839	\$68,545	(\$15,706)	\$66,407	(\$13,568)	0%	49%	47%	4%	0%	0%
McGraw-Hill	\$45,000	\$100,000	\$76,503	\$73,910	\$2,593	\$71,157	\$5,346	6%	0%	32%	42%	19%	0%
McKinsey & Company	\$66,000	\$121,000	\$85,736	\$74,001	\$11,736	\$71,154	\$14,582	0%	0%	0%	97%	2%	1%
McSEN Technologies	\$40,000	\$59,910	\$50,551	\$77,311	(\$26,760)	\$72,750	(\$22,199)	26%	65%	9%	0%	0%	0%
MCSGLOBAL	\$40,000	\$51,334	\$48,642	\$75,703	(\$27,061)	\$71,932	(\$23,289)	24%	76%	0%	0%	0%	0%
													Continued



Continued



	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
MyITgroup	\$65,000	\$130,000	\$79,500	\$68,396	\$11,105	\$66,516	\$12,985	0%	0%	40%	28%	13%	20%
NASDAQ	\$61,500	\$83,000	\$69,739	\$73,000	(\$3,261)	\$70,660	(\$921)	0%	0%	67%	33%	0%	0%
-N-													
National Instruments	\$45,000	\$88,426	\$55,415	\$74,304	(\$18,889)	\$70,734	(\$15,319)	0%	73%	20%	5%	2%	0%
Nationwide Insurance	\$41,500	\$83,000	\$61,478	\$61,744	(\$266)	\$59,930	\$1,549	0%	14%	31%	40%	10%	5%
Natsoft	\$53,000	\$55,000	\$53,218	\$76,545	(\$23,326)	\$71,740	(\$18,522)	0%	95%	5%	0%	0%	0%
Navayuga Infotech d/b/a Navtech	\$44,000	\$78,000	\$51,074	\$70,306	(\$19,232)	\$67,474	(\$16,400)	3%	80%	14%	3%	0%	0%
Navo Systems	\$46,000	\$85,000	\$56,055	\$75,265	(\$19,210)	\$74,838	(\$18,782)	0%	92%	3%	3%	2%	0%
Naxabyte Consulting Group	\$46,000	\$64,000	\$57,619	\$76,930	(\$19,311)	\$72,010	(\$14,391)	2%	19%	79%	0%	0%	0%
NEA Consulting	\$34,112	\$70,000	\$46,077	\$72,239	(\$26,162)	\$69,133	(\$23,056)	39%	58%	0%	3%	0%	0%
NEC	\$26,229	\$103,016	\$59,649	\$78,428	(\$18,779)	\$75,792	(\$16,143)	8%	40%	32%	13%	6%	1%
Ness Global Services	\$47,302	\$60,876	\$52,043	\$64,344	(\$12,301)	\$61,291	(\$9,247)	0%	0%	100%	0%	0%	0%
Netage	\$41,000	\$65,000	\$55,798	\$67,946	(\$12,148)	\$66,736	(\$10,939)	0%	12%	86%	2%	0%	0%
Netpace	\$35,000	\$84,000	\$67,151	\$80,206	(\$13,055)	\$78,127	(\$10,976)	0%	38%	44%	18%	0%	0%
Network Appliance	\$50,800	\$120,000	\$79,142	\$82,880	(\$3,738)	\$81,096	(\$1,953)	13%	23%	13%	20%	15%	16%
New York Technology Partners	\$50,000	\$85,000	\$60,383	\$77,911	(\$17,528)	\$73,103	(\$12,720)	0%	36%	53%	11%	0%	0%
Nexage Technologies USA	\$45,000	\$60,000	\$51,152	\$76,271	(\$25,119)	\$71,613	(\$20,461)	2%	88%	9%	0%	0%	0%
Nexeon International Corporation	\$37,200	\$61,000	\$44,281	\$66,166	(\$21,885)	\$64,215	(\$19,934)	3%	89%	9%	0%	0%	0%
NexLink Systems	\$39,500	\$80,000	\$54,563	\$83,435	(\$28,872)	\$81,049	(\$26,487)	0%	94%	4%	2%	0%	0%
Next Generation Professionals	\$47,070	\$72,010	\$56,029	\$66,332	(\$10,304)	\$63,325	(\$7,296)	0%	0%	86%	14%	0%	0%
Next Generation Technology	\$40,000	\$61,000	\$47,483	\$68,910	(\$21,428)	\$65,122	(\$17,640)	0%	48%	52%	0%	0%	0%
Nigasoft	\$40,000	\$74,000	\$45,877	\$68,133	(\$22,256)	\$66,241	(\$20,364)	16%	68%	14%	2%	0%	0%
Nihaki Systems	\$36,067	\$100,000	\$43,860	\$78,022	(\$34,162)	\$73,380	(\$29,520)	68%	26%	4%	3%	0%	0%
NIIT	\$38,002	\$102,752	\$50,357	\$67,620	(\$17,263)	\$65,729	(\$15,373)	24%	47%	23%	5%	0%	0%
Niteo Partners	\$45,000	\$80,000	\$65,294	\$76,171	(\$10,876)	\$71,619	(\$6,325)	3%	0%	82%	12%	0%	3%
NLeague Services	\$38,631	\$51,563	\$48,699	\$71,416	(\$22,717)	\$68,328	(\$19,629)	7%	90%	2%	0%	0%	0%
Nokia	\$55,373	\$153,000	\$88,504	\$80,765	\$7,739	\$78,818	\$9,687	0%	6%	33%	39%	5%	17%
Norcapco Integrated Solutions	\$35,000	\$60,000	\$55,836	\$80,131	(\$24,295)	\$76,941	(\$21,105)	0%	68%	32%	0%	0%	0%
												Continued	

Continued

	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
OST International	\$30,493	\$85,000	\$55,920	\$66,870	(\$10,950)	\$65,187	(\$9,267)	2%	24%	69%	5%	1%	0%
-P-													
Pace Computer Solutions	\$39,146	\$50,000	\$48,670	\$67,365	(\$18,695)	\$64,594	(\$15,924)	8%	92%	0%	0%	0%	0%
Palayekar Companies	\$42,765	\$85,000	\$49,666	\$75,769	(\$26,103)	\$71,346	(\$21,680)	33%	49%	15%	3%	0%	0%
Paper Mill Graphix	\$40,000	\$40,000	\$40,000	\$72,352	(\$32,352)	\$68,588	(\$28,588)	100%	0%	0%	0%	0%	0%
Paradigm Infotech	\$26,874	\$55,307	\$47,106	\$69,950	(\$22,844)	\$68,318	(\$21,212)	14%	82%	4%	0%	0%	0%
Paradigm Technologies	\$26,874	\$57,000	\$45,818	\$63,551	(\$17,733)	\$62,009	(\$16,191)	5%	70%	25%	0%	0%	0%
Paramount Software Solutions	\$49,088	\$70,000	\$52,124	\$69,901	(\$17,777)	\$62,860	(\$10,736)	0%	5%	93%	1%	0%	0%
Parasoft	\$42,390	\$73,000	\$44,857	\$68,081	(\$23,224)	\$66,516	(\$21,659)	8%	87%	3%	3%	0%	0%
Patel Consultants Corporation	\$41,500	\$136,000	\$86,919	\$78,415	\$8,504	\$74,713	\$12,205	3%	3%	26%	36%	23%	10%
Patni Computer Systems	\$26,800	\$130,000	\$55,142	\$67,385	(\$12,244)	\$64,752	(\$9,610)	5%	17%	64%	13%	1%	0%
Pax International	\$36,000	\$65,000	\$54,957	\$64,610	(\$9,653)	\$62,678	(\$7,721)	2%	54%	7%	37%	0%	0%
Pegasys Systems & Technologies	\$39,437	\$69,160	\$53,661	\$65,405	(\$11,744)	\$62,993	(\$9,331)	0%	17%	83%	0%	0%	0%
People.com Consultants	\$59,091	\$112,320	\$75,748	\$71,107	\$4,641	\$68,407	\$7,341	0%	0%	32%	48%	18%	2%
PeopleSoft	\$50,000	\$125,454	\$83,302	\$75,051	\$8,251	\$72,527	\$10,775	0%	3%	17%	58%	19%	3%
Percipia	\$42,000	\$60,000	\$51,295	\$62,421	(\$11,126)	\$60,558	(\$9,263)	0%	22%	78%	0%	0%	0%
Peri Software Solutions	\$40,000	\$90,000	\$42,778	\$70,569	(\$27,790)	\$67,117	(\$24,339)	2%	93%	2%	2%	0%	0%
Perk Systems	\$42,203	\$50,000	\$47,972	\$67,531	(\$19,559)	\$62,733	(\$14,761)	4%	32%	54%	11%	0%	0%
Perot Systems	\$49,100	\$105,000	\$54,026	\$71,128	(\$17,102)	\$67,775	(\$13,749)	1%	51%	38%	7%	3%	1%
Persistent Systems	\$40,373	\$53,581	\$48,729	\$72,234	(\$23,506)	\$69,523	(\$20,795)	5%	88%	7%	0%	0%	0%
Pioneer Corporate Services	\$37,000	\$51,150	\$42,913	\$64,486	(\$21,573)	\$61,755	(\$18,841)	5%	80%	7%	7%	0%	0%
Pixel Systems	\$45,000	\$55,000	\$52,622	\$75,773	(\$23,151)	\$71,040	(\$18,418)	0%	91%	9%	0%	0%	0%
Polaris Software Lab (India)	\$34,500	\$87,500	\$40,711	\$77,386	(\$36,675)	\$72,930	(\$32,219)	76%	15%	6%	3%	0%	0%
PR Consultants	\$42,000	\$75,088	\$50,753	\$76,507	(\$25,754)	\$71,708	(\$20,955)	9%	85%	5%	1%	0%	0%
Prelude Systems	\$45,200	\$70,000	\$54,425	\$73,178	(\$18,753)	\$70,548	(\$16,123)	0%	83%	15%	2%	0%	0%
Premier Consultancy Services	\$42,765	\$56,472	\$44,778	\$69,299	(\$24,521)	\$64,290	(\$19,513)	0%	97%	3%	0%	0%	0%
Premier IT Solutions	\$40,000	\$65,000	\$49,241	\$66,939	(\$17,698)	\$62,378	(\$13,137)	1%	18%	81%	1%	0%	0%
Premier Technologies	\$40,000	\$85,000	\$40,684	\$68,465	(\$27,781)	\$66,309	(\$25,625)	89%	9%	0%	0%	1%	0%
													Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Presceint Infotech	\$44,000	\$65,000	\$47,867	\$66,702	(\$18,835)	\$63,959	(\$16,093)	0%	77%	10%	13%	0%	0%
PRG Systems	\$33,010	\$51,147	\$40,203	\$73,167	(\$32,963)	\$68,943	(\$28,740)	73%	12%	15%	0%	0%	0%
Prime Software Technologies	\$49,000	\$70,000	\$56,438	\$72,333	(\$15,896)	\$71,055	(\$14,617)	0%	44%	50%	6%	0%	0%
Primesoft	\$40,000	\$60,000	\$51,570	\$76,460	(\$24,890)	\$71,664	(\$20,093)	5%	88%	8%	0%	0%	0%
Primetech Solutions	\$44,000	\$110,000	\$56,832	\$69,338	(\$12,506)	\$66,501	(\$9,670)	2%	35%	40%	17%	7%	0%
Primus Global Services	\$41,487	\$80,000	\$49,221	\$68,996	(\$19,775)	\$66,916	(\$17,696)	9%	80%	7%	4%	0%	0%
Princeton Information	\$50,000	\$160,000	\$93,391	\$68,083	\$25,309	\$65,634	\$27,758	0%	5%	14%	19%	24%	38%
Pro Softnet Corporation	\$46,000	\$95,000	\$61,538	\$79,940	(\$18,402)	\$77,851	(\$16,313)	0%	31%	64%	5%	0%	0%
Professional Access	\$35,942	\$90,000	\$63,149	\$67,808	(\$4,658)	\$64,297	(\$1,148)	0%	12%	49%	30%	9%	0%
Proficient Business Systems	\$42,000	\$90,000	\$52,662	\$66,347	(\$13,685)	\$63,800	(\$11,138)	0%	37%	55%	3%	4%	0%
Proficient Software	\$41,600	\$68,328	\$47,028	\$54,273	(\$7,245)	\$51,980	(\$4,952)	0%	18%	76%	3%	0%	3%
Progressive Casualty Insurance Company	\$44,500	\$90,000	\$57,696	\$65,620	(\$7,924)	\$64,774	(\$7,078)	2%	40%	31%	24%	2%	2%
Prolific Technologies	\$42,000	\$45,000	\$44,667	\$69,920	(\$25,253)	\$62,480	(\$17,813)	0%	11%	89%	0%	0%	0%
Prompt Technologies	\$50,000	\$65,000	\$58,568	\$74,638	(\$16,070)	\$71,394	(\$12,826)	0%	3%	97%	0%	0%	0%
Prosoft Associates	\$43,805	\$56,160	\$45,637	\$68,290	(\$21,502)	\$67,362	(\$20,592)	0%	98%	0%	0%	0%	0%
Proteam	\$45,000	\$60,674	\$48,375	\$68,969	(\$20,594)	\$68,288	(\$19,913)	0%	94%	6%	0%	0%	0%
Protech Solutions	\$39,499	\$62,000	\$47,274	\$67,243	(\$19,970)	\$65,987	(\$18,713)	27%	64%	5%	4%	0%	0%
ProV International	\$47,320	\$68,016	\$57,145	\$64,470	(\$7,325)	\$61,134	(\$3,988)	0%	0%	70%	30%	0%	0%
Prudent Technologies & Consulting	\$33,654	\$72,000	\$54,561	\$68,005	(\$13,444)	\$63,915	(\$9,354)	2%	20%	68%	11%	0%	0%
PTC	\$43,368	\$112,000	\$68,933	\$74,966	(\$6,033)	\$73,107	(\$4,174)	3%	22%	36%	31%	6%	3%
Pyramid Consulting	\$38,300	\$83,420	\$50,244	\$61,722	(\$11,478)	\$58,968	(\$8,724)	0%	26%	62%	12%	0%	0%
-Q-													
Qualcomm	\$51,001	\$116,001	\$78,579	\$81,141	(\$2,562)	\$79,145	(\$565)	0%	8%	46%	26%	18%	1%
Quality E People	\$44,000	\$75,000	\$45,862	\$76,368	(\$30,506)	\$71,584	(\$25,722)	97%	0%	0%	0%	3%	0%
Quantech Global Services	\$55,058	\$77,688	\$55,355	\$72,413	(\$17,058)	\$70,637	(\$15,281)	0%	99%	1%	0%	0%	0%
Quantum Infotech	\$34,715	\$61,901	\$47,065	\$64,940	(\$17,875)	\$63,434	(\$16,369)	3%	76%	21%	0%	0%	0%
Quintegra Solutions	\$29,286	\$69,160	\$50,942	\$73,569	(\$22,626)	\$71,149	(\$20,207)	19%	66%	16%	0%	0%	0%
Qwest	\$44,460	\$93,840	\$67,795	\$76,607	(\$8,812)	\$75,131	(\$7,336)	6%	29%	41%	24%	0%	0%

Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
-R-													
R Square	\$44,700	\$55,000	\$52,721	\$76,952	(\$24,231)	\$72,033	(\$19,312)	11%	89%	0%	0%	0%	0%
R Systems	\$43,800	\$95,000	\$55,368	\$71,900	(\$16,532)	\$69,148	(\$13,780)	22%	47%	20%	1%	1%	9%
Radhs	\$38,300	\$60,000	\$47,243	\$69,066	(\$21,822)	\$66,850	(\$19,606)	0%	97%	0%	3%	0%	0%
Radiant Soft Sol	\$32,500	\$65,000	\$47,508	\$63,134	(\$15,627)	\$60,126	(\$12,618)	6%	47%	10%	31%	7%	0%
Radiant Systems	\$45,000	\$92,000	\$56,764	\$71,458	(\$14,694)	\$67,126	(\$10,362)	8%	53%	19%	3%	17%	0%
Ramco Systems Corporation	\$46,301	\$85,000	\$58,660	\$73,309	(\$14,649)	\$70,196	(\$11,536)	0%	56%	32%	10%	2%	0%
Ramsoft Systems	\$27,227	\$56,472	\$42,916	\$66,346	(\$23,430)	\$63,524	(\$20,608)	18%	75%	7%	0%	0%	0%
Rapidigm	\$23,733	\$99,507	\$67,348	\$73,833	(\$6,485)	\$71,803	(\$4,456)	1%	15%	50%	30%	4%	0%
RapidIT	\$40,000	\$60,000	\$50,383	\$69,922	(\$19,539)	\$66,476	(\$16,093)	0%	89%	9%	2%	0%	0%
RCG Information Technology	\$35,194	\$77,542	\$62,876	\$69,286	(\$6,411)	\$66,635	(\$3,760)	2%	12%	37%	47%	2%	0%
RDS Software	\$39,000	\$46,000	\$42,486	\$60,578	(\$18,092)	\$61,325	(\$18,838)	0%	76%	24%	0%	0%	0%
Real Soft	\$33,000	\$69,000	\$54,084	\$74,517	(\$20,433)	\$71,224	(\$17,140)	12%	40%	44%	4%	0%	0%
Reasonsoft	\$50,000	\$80,000	\$56,674	\$74,480	(\$17,806)	\$73,568	(\$16,894)	0%	87%	7%	4%	2%	0%
Recruitmax Software	\$41,600	\$72,000	\$52,274	\$73,020	(\$20,746)	\$69,366	(\$17,093)	1%	56%	43%	0%	0%	0%
Reddy & Reddy d/b/a Pacific West Corporation	\$29,037	\$60,000	\$44,481	\$66,654	(\$22,173)	\$64,618	(\$20,137)	32%	51%	17%	0%	0%	0%
Redsalsa Technologies	\$33,862	\$96,000	\$45,544	\$69,130	(\$23,586)	\$66,202	(\$20,658)	8%	81%	9%	0%	1%	0%
Regency Technologies	\$45,000	\$45,000	\$45,000	\$69,241	(\$24,241)	\$64,066	(\$19,066)	0%	100%	0%	0%	0%	0%
Reliable Software Resources	\$36,525	\$60,000	\$53,736	\$68,239	(\$14,503)	\$66,291	(\$12,555)	5%	18%	77%	0%	0%	0%
Reliance Global Services	\$48,194	\$77,000	\$56,385	\$76,638	(\$20,254)	\$71,864	(\$15,479)	0%	85%	13%	2%	0%	0%
Reliance Technologies Solution-Oralic	\$44,117	\$63,000	\$50,053	\$72,765	(\$22,712)	\$71,471	(\$21,418)	57%	15%	28%	0%	0%	0%
Relycom	\$40,000	\$83,200	\$52,149	\$83,262	(\$31,113)	\$80,911	(\$28,763)	71%	11%	14%	3%	0%	0%
Resource Logistics	\$40,000	\$95,000	\$51,472	\$76,879	(\$25,406)	\$72,118	(\$20,646)	31%	61%	6%	0%	3%	0%
Rite Pros	\$29,400	\$80,100	\$46,797	\$68,519	(\$21,721)	\$66,034	(\$19,237)	1%	82%	14%	3%	0%	0%
RJT Compuquest	\$33,000	\$80,000	\$47,665	\$69,679	(\$22,014)	\$67,379	(\$19,714)	13%	63%	23%	1%	0%	0%
Rolta International	\$43,500	\$48,963	\$44,549	\$69,990	(\$25,441)	\$68,618	(\$24,069)	81%	19%	0%	0%	0%	0%
RP Consultants d/b/a Net Matrix Solutions	\$42,000	\$60,000	\$44,772	\$68,495	(\$23,723)	\$66,597	(\$21,825)	0%	99%	1%	0%	0%	0%
													Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
RS Software	\$38,563	\$85,000	\$54,759	\$73,778	(\$19,019)	\$70,580	(\$15,822)	3%	50%	46%	2%	0%	0%
RSB Systems	\$46,000	\$50,000	\$49,149	\$63,310	(\$14,161)	\$61,950	(\$12,801)	0%	21%	79%	0%	0%	0%
-S-													
S.W.I.F.T.	\$55,274	\$92,822	\$68,963	\$69,494	(\$531)	\$67,352	\$1,611	0%	3%	47%	30%	20%	0%
S2Tech	\$42,000	\$69,200	\$58,661	\$61,244	(\$2,582)	\$58,055	\$606	0%	2%	51%	44%	4%	0%
S4 Consultants	\$42,224	\$45,000	\$43,397	\$66,926	(\$23,529)	\$61,615	(\$18,218)	0%	76%	24%	0%	0%	0%
SA Technologies	\$52,000	\$75,000	\$60,639	\$73,904	(\$13,265)	\$71,147	(\$10,508)	0%	28%	61%	11%	0%	0%
Saber Consulting	\$40,000	\$85,860	\$49,764	\$59,920	(\$10,156)	\$57,060	(\$7,296)	0%	3%	81%	11%	5%	0%
Sabre	\$46,199	\$105,000	\$71,912	\$70,374	\$1,538	\$66,108	\$5,804	0%	12%	20%	54%	13%	1%
SAGE IT	\$28,808	\$53,498	\$41,164	\$74,232	(\$33,068)	\$71,900	(\$30,736)	54%	43%	3%	0%	0%	0%
Saiven Info Links	\$31,000	\$55,000	\$45,481	\$68,657	(\$23,176)	\$66,800	(\$21,318)	18%	79%	3%	0%	0%	0%
Saksoft	\$41,000	\$61,500	\$53,900	\$68,764	(\$14,864)	\$65,155	(\$11,255)	0%	60%	40%	0%	0%	0%
Salem Associates	\$45,000	\$52,000	\$46,490	\$65,410	(\$18,920)	\$60,620	(\$14,130)	0%	33%	67%	0%	0%	0%
Samma Technologies	\$63,607	\$99,000	\$75,590	\$87,424	(\$11,834)	\$85,863	(\$10,273)	0%	23%	59%	18%	0%	0%
Samuha Incorporation	\$55,000	\$70,000	\$58,848	\$74,433	(\$15,585)	\$70,144	(\$11,296)	0%	35%	54%	11%	0%	0%
Sangam Biztec	\$47,050	\$47,050	\$47,050	\$72,370	(\$25,320)	\$70,310	(\$23,260)	0%	100%	0%	0%	0%	0%
Sanket Systems	\$36,067	\$62,046	\$42,332	\$70,494	(\$28,162)	\$65,121	(\$22,789)	50%	49%	2%	0%	0%	0%
Sansam Systems	\$44,387	\$65,000	\$51,606	\$67,450	(\$15,845)	\$65,439	(\$13,833)	0%	47%	47%	6%	0%	0%
SAP America	\$70,003	\$130,000	\$86,411	\$74,088	\$12,323	\$73,670	\$12,740	0%	0%	4%	58%	23%	15%
SAP Labs	\$70,000	\$138,100	\$95,532	\$74,204	\$21,327	\$71,611	\$23,921	0%	0%	5%	31%	43%	21%
Sapient Corporation	\$51,400	\$110,000	\$72,757	\$69,429	\$3,328	\$66,377	\$6,380	0%	2%	31%	52%	13%	2%
Saras America	\$36,000	\$68,000	\$49,133	\$67,092	(\$17,959)	\$65,540	(\$16,406)	5%	77%	19%	0%	0%	0%
Sarasu IT Solutions	\$42,000	\$61,000	\$54,029	\$56,328	(\$2,298)	\$54,806	(\$777)	2%	9%	34%	55%	0%	0%
Satya Marg Solutions	\$35,000	\$60,000	\$51,189	\$66,311	(\$15,122)	\$62,894	(\$11,705)	3%	32%	64%	0%	0%	0%
Satyam Computer Services	\$36,000	\$90,611	\$52,832	\$69,966	(\$17,133)	\$67,435	(\$14,603)	4%	51%	40%	4%	0%	0%
Saven Technologies	\$45,000	\$60,000	\$49,656	\$68,008	(\$18,352)	\$65,650	(\$15,994)	0%	55%	45%	0%	0%	0%
SBC Services	\$47,000	\$106,424	\$66,154	\$69,993	(\$3,839)	\$68,231	(\$2,077)	0%	15%	48%	29%	8%	0%
SBD Net Products d/b/a SysZen Technologies	\$35,000	\$65,000	\$54,859	\$76,953	(\$22,094)	\$72,034	(\$17,175)	1%	97%	1%	0%	0%	0%

Continued

	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Scandent Group	\$41,059	\$76,600	\$54,500	\$76,893	(\$22,394)	\$75,189	(\$20,689)	13%	64%	23%	0%	0%	0%
Scantalent	\$49,275	\$69,867	\$64,183	\$85,267	(\$21,083)	\$83,499	(\$19,316)	0%	48%	52%	0%	0%	0%
Schlumberger Technology Corporation	\$52,662	\$100,000	\$70,709	\$70,944	(\$235)	\$67,526	\$3,184	0%	0%	55%	28%	14%	3%
Sco Gemini Corporation	\$42,000	\$61,200	\$48,478	\$67,256	(\$18,779)	\$65,015	(\$16,537)	3%	64%	33%	0%	0%	0%
SEAL Consulting	\$72,800	\$228,800	\$102,115	\$73,425	\$28,690	\$70,137	\$31,978	0%	0%	5%	34%	22%	39%
Semafor Technologies	\$42,000	\$55,000	\$45,440	\$69,840	(\$24,401)	\$62,741	(\$17,301)	1%	76%	24%	0%	0%	0%
Semantic Space	\$52,042	\$80,000	\$54,507	\$83,134	(\$28,626)	\$81,234	(\$26,727)	2%	95%	2%	1%	0%	0%
Serebrum Corporation	\$52,000	\$65,000	\$57,033	\$76,930	(\$19,897)	\$72,010	(\$14,977)	0%	47%	53%	0%	0%	0%
Serene Corporation	\$52,957	\$81,661	\$66,043	\$79,580	(\$13,537)	\$77,675	(\$11,632)	0%	17%	83%	0%	0%	0%
Sharpedge Solutions	\$43,500	\$46,000	\$44,896	\$73,220	(\$28,324)	\$71,780	(\$26,884)	15%	85%	0%	0%	0%	0%
SHC Solutions	\$40,000	\$60,000	\$47,633	\$69,234	(\$21,602)	\$64,082	(\$16,449)	2%	45%	53%	0%	0%	0%
Shell Soft	\$39,978	\$63,607	\$48,882	\$75,420	(\$26,537)	\$73,258	(\$24,375)	30%	65%	5%	0%	0%	0%
Shiva Systems International	\$48,000	\$75,000	\$50,792	\$69,194	(\$18,402)	\$66,234	(\$15,442)	0%	84%	6%	10%	0%	0%
Shri Tech	\$54,496	\$54,496	\$54,496	\$62,020	(\$7,524)	\$60,530	(\$6,034)	0%	0%	100%	0%	0%	0%
SID Computer Group	\$45,000	\$60,500	\$45,298	\$68,702	(\$23,404)	\$65,117	(\$19,819)	0%	98%	2%	0%	0%	0%
Siebel Systems	\$49,100	\$120,000	\$82,351	\$76,455	\$5,897	\$74,361	\$7,990	1%	4%	26%	32%	34%	3%
Siemens	\$43,680	\$121,000	\$72,482	\$75,919	(\$3,437)	\$74,155	(\$1,674)	4%	18%	34%	32%	7%	5%
Sienna Technologies	\$60,000	\$82,500	\$60,865	\$82,088	(\$21,223)	\$80,648	(\$19,783)	0%	77%	19%	4%	0%	0%
Sierra Atlantic	\$45,094	\$80,000	\$55,522	\$78,214	(\$22,692)	\$76,467	(\$20,945)	6%	78%	13%	4%	0%	0%
Sierra Infosys	\$40,000	\$42,000	\$40,242	\$68,490	(\$28,248)	\$66,580	(\$26,338)	88%	12%	0%	0%	0%	0%
Sigma Systems	\$40,000	\$70,000	\$58,396	\$85,624	(\$27,228)	\$83,882	(\$25,486)	18%	73%	9%	0%	0%	0%
Silicon Valley Systech	\$43,243	\$69,888	\$56,332	\$72,394	(\$16,062)	\$69,971	(\$13,640)	0%	38%	63%	0%	0%	0%
SilverTide Software	\$35,000	\$45,365	\$42,176	\$66,499	(\$24,323)	\$64,594	(\$22,418)	8%	92%	0%	0%	0%	0%
SiRF Technology	\$60,000	\$90,000	\$73,643	\$85,407	(\$11,764)	\$83,821	(\$10,179)	0%	29%	57%	14%	0%	0%
Slashsupport	\$51,820	\$60,000	\$54,547	\$82,897	(\$28,350)	\$81,013	(\$26,467)	0%	100%	0%	0%	0%	0%
Smart IMS	\$50,000	\$70,000	\$53,097	\$75,652	(\$22,555)	\$70,882	(\$17,785)	3%	72%	22%	3%	0%	0%
Smart Source Technologies	\$48,350	\$82,000	\$54,927	\$77,058	(\$22,131)	\$72,218	(\$17,291)	0%	82%	14%	4%	0%	0%
SmartBridge	\$50,000	\$50,000	\$50,000	\$68,490	(\$18,490)	\$66,580	(\$16,580)	0%	100%	0%	0%	0%	0%
													Continued



Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Smartsoft International	\$38,000	\$52,000	\$46,369	\$69,652	(\$23,282)	\$62,820	(\$16,451)	3%	51%	46%	0%	0%	0%
Soft Computer Consultants	\$36,628	\$60,534	\$40,229	\$62,518	(\$22,289)	\$60,128	(\$19,899)	35%	55%	9%	2%	0%	0%
Soft Labs	\$43,000	\$65,000	\$54,041	\$68,336	(\$14,296)	\$65,253	(\$11,213)	0%	18%	77%	5%	0%	0%
Softcrylic	\$51,147	\$63,336	\$51,553	\$76,930	(\$25,377)	\$72,010	(\$20,457)	0%	97%	3%	0%	0%	0%
Softech Int'l Resources	\$38,000	\$50,000	\$38,889	\$63,390	(\$24,501)	\$60,496	(\$21,607)	0%	93%	7%	0%	0%	0%
Softline Systems	\$48,000	\$60,000	\$57,838	\$72,545	(\$14,707)	\$71,910	(\$14,072)	3%	1%	96%	0%	0%	0%
Softnet Solutions	\$36,000	\$61,450	\$45,038	\$58,300	(\$13,262)	\$56,328	(\$11,289)	0%	22%	78%	0%	0%	0%
Softpath Systems (GA)	\$45,000	\$65,000	\$46,294	\$69,751	(\$23,457)	\$63,712	(\$17,418)	12%	11%	77%	0%	0%	0%
Softpath Systems (NY)	\$40,000	\$50,000	\$43,978	\$67,720	(\$23,742)	\$64,529	(\$20,551)	1%	79%	19%	0%	0%	0%
Softsol Resources	\$40,000	\$98,000	\$66,362	\$80,902	(\$14,540)	\$79,128	(\$12,766)	0%	28%	69%	4%	0%	0%
Software Catalysts	\$46,000	\$66,000	\$48,576	\$64,218	(\$15,642)	\$63,477	(\$14,902)	1%	20%	77%	1%	0%	0%
Software Experts Group	\$45,000	\$55,000	\$53,182	\$77,029	(\$23,848)	\$72,114	(\$18,932)	18%	82%	0%	0%	0%	0%
Software Galaxy Systems	\$45,000	\$75,000	\$47,532	\$76,086	(\$28,554)	\$71,651	(\$24,119)	74%	17%	5%	3%	0%	0%
Software Galeria d/b/a Ascent SGI	\$42,000	\$71,000	\$52,995	\$77,174	(\$24,179)	\$72,923	(\$19,928)	46%	17%	35%	2%	0%	0%
Software Global	\$36,000	\$48,000	\$46,214	\$68,374	(\$22,160)	\$63,686	(\$17,471)	14%	0%	86%	0%	0%	0%
Software International	\$43,000	\$55,000	\$46,833	\$74,818	(\$27,985)	\$71,460	(\$24,627)	50%	50%	0%	0%	0%	0%
Software People	\$45,000	\$69,500	\$48,578	\$63,800	(\$15,222)	\$60,695	(\$12,117)	0%	56%	44%	0%	0%	0%
Software Professional Services	\$48,000	\$125,000	\$54,070	\$76,519	(\$22,449)	\$71,692	(\$17,622)	0%	93%	3%	2%	0%	2%
Software Pundits	\$47,000	\$92,450	\$57,527	\$75,618	(\$18,091)	\$75,193	(\$17,666)	2%	56%	34%	6%	2%	0%
Software Quality Leaders	\$43,805	\$65,000	\$51,704	\$73,435	(\$21,730)	\$69,992	(\$18,287)	0%	95%	5%	0%	0%	0%
Software Research Group	\$40,000	\$80,000	\$46,404	\$75,564	(\$29,160)	\$71,006	(\$24,601)	83%	7%	8%	1%	1%	0%
Software Solutions Group	\$37,981	\$68,000	\$48,275	\$70,096	(\$21,821)	\$66,057	(\$17,782)	18%	44%	35%	2%	0%	0%
Software Technology International Corporation	\$40,310	\$58,000	\$43,681	\$62,195	(\$18,514)	\$62,429	(\$18,748)	0%	97%	3%	0%	0%	0%
Software Transformations	\$50,000	\$55,000	\$50,278	\$54,801	(\$4,524)	\$52,088	(\$1,811)	0%	6%	11%	83%	0%	0%
SoftwareArt Corporation	\$50,000	\$60,000	\$50,528	\$71,468	(\$20,940)	\$67,909	(\$17,381)	0%	61%	38%	1%	0%	0%
Sogeti	\$45,739	\$133,000	\$77,081	\$69,670	\$7,411	\$68,162	\$8,919	0%	6%	19%	45%	23%	7%
Solomon Consulting	\$45,000	\$48,500	\$47,295	\$68,909	(\$21,614)	\$66,829	(\$19,534)	17%	61%	22%	0%	0%	0%
SolutionNET Consulting	\$30,500	\$63,000	\$46,833	\$68,832	(\$21,998)	\$64,810	(\$17,976)	8%	56%	35%	0%	1%	0%

Continued



	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
SourceOne Technology Solutions	\$42,349	\$55,000	\$49,400	\$69,261	(\$19,861)	\$65,635	(\$16,235)	0%	75%	25%	0%	0%	0%
Sozoh	\$49,629	\$65,000	\$51,822	\$77,702	(\$25,879)	\$73,032	(\$21,210)	0%	96%	4%	0%	0%	0%
SpaceAge Consulting Corp.	\$40,000	\$55,000	\$47,866	\$75,297	(\$27,431)	\$70,635	(\$22,770)	37%	63%	0%	0%	0%	0%
Specsoft Consulting	\$41,142	\$99,840	\$56,877	\$75,354	(\$18,477)	\$72,350	(\$15,473)	0%	74%	23%	4%	0%	0%
Spectrasoft Technologies	\$53,000	\$55,618	\$53,806	\$77,905	(\$24,099)	\$73,033	(\$19,227)	0%	100%	0%	0%	0%	0%
Spirent Communications	\$52,000	\$120,180	\$76,309	\$83,849	(\$7,540)	\$81,953	(\$5,644)	4%	25%	36%	21%	11%	4%
Sprint United Management Company	\$45,372	\$98,618	\$69,275	\$66,169	\$3,106	\$64,774	\$4,501	0%	2%	46%	20%	24%	7%
Sreenivas oruganti	\$36,000	\$45,000	\$42,964	\$64,177	(\$21,213)	\$62,046	(\$19,082)	21%	71%	7%	0%	0%	0%
Sri Systems	\$48,000	\$56,000	\$50,800	\$77,549	(\$26,749)	\$72,936	(\$22,136)	3%	97%	0%	0%	0%	0%
Sriven Infosys	\$36,000	\$85,134	\$44,927	\$68,296	(\$23,370)	\$64,970	(\$20,043)	0%	87%	8%	3%	3%	0%
Sriven Systems	\$50,000	\$60,000	\$59,920	\$54,477	\$5,443	\$51,837	\$8,083	0%	1%	10%	90%	0%	0%
SSInfotek	\$43,000	\$55,000	\$45,465	\$64,252	(\$18,787)	\$62,668	(\$17,203)	0%	68%	32%	0%	0%	0%
Staffing Tree	\$33,467	\$54,000	\$44,374	\$66,888	(\$22,514)	\$63,789	(\$19,415)	0%	89%	11%	0%	0%	0%
Stellar Software Network	\$40,000	\$45,000	\$44,689	\$74,431	(\$29,742)	\$70,385	(\$25,696)	0%	98%	2%	0%	0%	0%
Strataserv	\$45,000	\$69,160	\$57,725	\$76,452	(\$18,727)	\$73,852	(\$16,127)	0%	51%	49%	0%	0%	0%
Strategic Resources International	\$35,000	\$80,000	\$38,456	\$76,790	(\$38,334)	\$71,940	(\$33,484)	83%	15%	0%	2%	0%	0%
Subex Technologies	\$43,500	\$79,000	\$61,087	\$78,570	(\$17,483)	\$73,730	(\$12,643)	12%	12%	73%	4%	0%	0%
Subhashini Software Solutions	\$45,000	\$65,000	\$46,646	\$63,785	(\$17,139)	\$62,223	(\$15,577)	2%	69%	27%	2%	0%	0%
Sumas	\$36,067	\$53,165	\$42,344	\$78,168	(\$35,824)	\$73,308	(\$30,964)	72%	28%	0%	0%	0%	0%
Summitworks Technologies	\$40,000	\$60,000	\$57,165	\$76,216	(\$19,051)	\$71,443	(\$14,278)	0%	39%	60%	1%	0%	0%
Sun Microsystems	\$49,115	\$133,578	\$79,981	\$81,933	(\$1,951)	\$79,962	\$19	1%	17%	33%	29%	17%	4%
Sun Technologies	\$35,194	\$64,002	\$54,522	\$67,361	(\$12,839)	\$61,760	(\$7,238)	13%	0%	63%	25%	0%	0%
Sunmerge Systems	\$43,000	\$54,000	\$50,468	\$76,507	(\$26,039)	\$72,232	(\$21,764)	3%	97%	0%	0%	0%	0%
Sunrise Systems	\$45,000	\$50,400	\$45,196	\$78,717	(\$33,521)	\$73,976	(\$28,780)	95%	5%	0%	0%	0%	0%
Sunsoft International	\$40,000	\$62,050	\$47,345	\$76,796	(\$29,451)	\$71,943	(\$24,598)	48%	34%	18%	0%	0%	0%
Supreme Soft	\$45,000	\$56,500	\$46,799	\$68,909	(\$22,110)	\$66,132	(\$19,334)	0%	96%	4%	0%	0%	0%
Sure Tech Services	\$37,440	\$52,000	\$51,123	\$60,640	(\$9,517)	\$59,660	(\$8,537)	0%	4%	96%	0%	0%	0%
Surecom	\$43,000	\$44,000	\$43,857	\$82,889	(\$39,031)	\$81,034	(\$37,177)	71%	29%	0%	0%	0%	0%
													Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Surya Systems	\$34,000	\$90,000	\$54,236	\$62,320	(\$8,084)	\$61,095	(\$6,858)	3%	8%	81%	5%	3%	0%
SV Technologies	\$41,000	\$55,000	\$48,485	\$54,546	(\$6,061)	\$52,137	(\$3,652)	0%	15%	70%	15%	0%	0%
Svam International	\$27,186	\$68,172	\$56,860	\$68,383	(\$11,523)	\$64,806	(\$7,947)	0%	9%	84%	7%	0%	0%
Svaptech Systems	\$47,500	\$50,500	\$47,808	\$64,486	(\$16,678)	\$60,628	(\$12,821)	0%	8%	92%	0%	0%	0%
SVK Systems	\$40,000	\$89,000	\$49,970	\$63,769	(\$13,800)	\$54,463	(\$4,493)	0%	6%	79%	3%	3%	9%
Swinsoft	\$38,210	\$65,000	\$48,343	\$72,552	(\$24,208)	\$68,863	(\$20,519)	21%	55%	24%	0%	0%	0%
Symantec Corporation	\$53,226	\$138,092	\$87,057	\$78,815	\$8,242	\$77,120	\$9,937	0%	15%	22%	26%	25%	12%
Symbol Software Services	\$43,846	\$60,000	\$51,039	\$76,687	(\$25,648)	\$71,833	(\$20,794)	0%	99%	1%	0%	0%	0%
Symphony Corporation	\$45,000	\$65,000	\$49,839	\$62,029	(\$12,190)	\$56,924	(\$7,085)	0%	2%	85%	13%	0%	0%
Synechron	\$52,535	\$55,000	\$54,958	\$76,930	(\$21,973)	\$72,010	(\$17,053)	0%	100%	0%	0%	0%	0%
Synergy IT Solutions	\$45,000	\$70,000	\$51,074	\$61,161	(\$10,087)	\$58,773	(\$7,698)	0%	10%	79%	10%	0%	0%
Synerzy Software Solutions	\$45,000	\$55,000	\$45,903	\$76,983	(\$31,080)	\$72,065	(\$26,162)	81%	19%	0%	0%	0%	0%
Synopsys	\$51,229	\$105,000	\$66,048	\$73,265	(\$7,217)	\$70,624	(\$4,577)	0%	3%	62%	34%	1%	0%
Synova	\$37,814	\$65,083	\$54,055	\$74,437	(\$20,382)	\$72,862	(\$18,806)	1%	77%	22%	0%	0%	0%
Syntel	\$28,246	\$56,472	\$39,728	\$65,762	(\$26,033)	\$62,380	(\$22,651)	24%	73%	3%	0%	0%	0%
SysMind	\$42,100	\$80,000	\$47,485	\$70,068	(\$22,583)	\$68,937	(\$21,452)	11%	75%	9%	5%	0%	0%
Sysnet Technology Solutions	\$60,000	\$80,000	\$60,385	\$72,972	(\$12,588)	\$70,453	(\$10,068)	0%	0%	100%	0%	0%	0%
Systel of Delaware	\$33,446	\$65,000	\$47,677	\$68,453	(\$20,776)	\$66,068	(\$18,391)	7%	73%	19%	1%	0%	0%
System Edge	\$38,000	\$51,832	\$44,360	\$73,096	(\$28,735)	\$69,167	(\$24,807)	54%	43%	3%	0%	0%	0%
System Soft Technologies	\$36,000	\$80,000	\$38,230	\$63,933	(\$25,703)	\$60,244	(\$22,014)	93%	2%	4%	1%	1%	0%
SystemGuru Incorporated	\$36,920	\$36,920	\$36,920	\$46,680	(\$9,760)	\$44,120	(\$7,200)	0%	0%	100%	0%	0%	0%
Systems People	\$36,000	\$76,000	\$51,894	\$66,051	(\$14,157)	\$64,660	(\$12,766)	5%	28%	61%	7%	0%	0%
Systems Technology Group	\$39,100	\$53,400	\$42,174	\$66,057	(\$23,883)	\$64,597	(\$22,423)	52%	48%	0%	0%	0%	0%
Systime Computer Corporation	\$40,851	\$106,800	\$57,108	\$71,640	(\$14,532)	\$69,021	(\$11,913)	16%	45%	18%	18%	4%	0%
-T-													
T&T Solutions d/b/a Technocrat Solutions	\$48,901	\$90,000	\$54,871	\$75,639	(\$20,768)	\$73,153	(\$18,282)	5%	79%	8%	5%	3%	0%
Take Solutions	\$47,000	\$52,000	\$47,563	\$76,771	(\$29,209)	\$71,978	(\$24,415)	0%	100%	0%	0%	0%	0%
Tata Consultancy Services	\$17,098	\$124,800	\$52,020	\$67,013	(\$14,993)	\$64,004	(\$11,984)	8%	25%	59%	7%	0%	0%

Continued

	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Tata Infotech Limited	\$31,283	\$77,300	\$52,821	\$67,556	(\$14,735)	\$65,708	(\$12,887)	6%	32%	61%	1%	0%	0%
Tavant Technologies	\$36,566	\$112,365	\$59,386	\$77,848	(\$18,462)	\$75,444	(\$16,059)	12%	46%	26%	12%	3%	0%
TCG Software Services	\$55,307	\$80,000	\$56,783	\$76,713	(\$19,931)	\$71,953	(\$15,170)	0%	85%	12%	4%	0%	0%
Tech Point Solutions	\$48,500	\$60,000	\$51,873	\$73,250	(\$21,377)	\$70,454	(\$18,581)	0%	76%	24%	0%	0%	0%
TechDemocracy	\$49,580	\$65,000	\$54,937	\$74,525	(\$19,588)	\$70,209	(\$15,272)	0%	70%	26%	4%	0%	0%
Techgene Solutions	\$40,000	\$60,000	\$48,758	\$68,447	(\$19,689)	\$66,439	(\$17,681)	1%	85%	14%	0%	0%	0%
Techmagix	\$44,500	\$62,000	\$48,122	\$71,909	(\$23,786)	\$68,670	(\$20,548)	0%	70%	30%	0%	0%	0%
TechNation Software Consulting	\$50,000	\$85,200	\$64,156	\$73,233	(\$9,077)	\$71,031	(\$6,875)	0%	6%	80%	14%	0%	0%
Technical Strategies	\$36,878	\$60,000	\$45,500	\$66,772	(\$21,273)	\$63,765	(\$18,265)	0%	72%	28%	0%	0%	0%
Technisource	\$46,500	\$95,000	\$65,436	\$70,341	(\$4,905)	\$68,170	(\$2,734)	0%	29%	21%	49%	0%	1%
Techno Services	\$42,500	\$45,885	\$44,320	\$73,406	(\$29,086)	\$69,044	(\$24,725)	58%	42%	0%	0%	0%	0%
Technocrest Systems	\$22,173	\$62,400	\$39,584	\$71,328	(\$31,744)	\$68,761	(\$29,177)	67%	26%	5%	2%	0%	0%
Technology Consultants	\$40,000	\$80,000	\$52,040	\$66,950	(\$14,910)	\$64,654	(\$12,614)	0%	34%	58%	9%	0%	0%
Technology People	\$38,000	\$70,000	\$53,889	\$70,281	(\$16,392)	\$69,001	(\$15,112)	11%	59%	19%	11%	0%	0%
Technosoft	\$26,874	\$64,200	\$47,363	\$66,441	(\$19,079)	\$64,118	(\$16,755)	3%	66%	31%	0%	0%	0%
Techorbit	\$44,200	\$84,000	\$54,867	\$70,363	(\$15,497)	\$66,018	(\$11,151)	0%	11%	68%	21%	0%	0%
TechPeak Corporation	\$45,000	\$75,000	\$52,903	\$66,957	(\$14,055)	\$64,194	(\$11,292)	0%	40%	48%	8%	3%	1%
TEJ Technologies	\$40,000	\$48,776	\$42,445	\$73,689	(\$31,244)	\$69,516	(\$27,071)	52%	48%	0%	0%	0%	0%
Tek People	\$50,000	\$60,500	\$50,773	\$53,896	(\$3,123)	\$51,587	(\$814)	0%	0%	15%	85%	0%	0%
Tekessence	\$36,000	\$90,000	\$50,745	\$68,294	(\$17,549)	\$65,796	(\$15,050)	3%	67%	17%	11%	0%	3%
Tekforce	\$35,672	\$55,765	\$45,585	\$69,906	(\$24,321)	\$67,408	(\$21,823)	19%	76%	5%	0%	0%	0%
Teksoft	\$42,000	\$180,000	\$51,931	\$68,737	(\$16,806)	\$65,348	(\$13,418)	0%	64%	28%	7%	0%	1%
Tekstrom	\$45,900	\$59,000	\$48,791	\$70,244	(\$21,453)	\$69,296	(\$20,505)	6%	82%	12%	0%	0%	0%
TEKsystems	\$34,674	\$93,600	\$61,278	\$64,157	(\$2,879)	\$62,094	(\$817)	4%	23%	25%	28%	17%	4%
Telkite Technologies	\$33,030	\$55,000	\$39,691	\$77,612	(\$37,920)	\$73,055	(\$33,363)	81%	19%	0%	0%	0%	0%
Tellabs San Jose	\$61,000	\$120,175	\$95,665	\$96,816	(\$1,151)	\$94,437	\$1,228	0%	7%	47%	33%	13%	0%
Teradyne	\$58,008	\$94,680	\$74,683	\$84,020	(\$9,337)	\$82,616	(\$7,933)	2%	31%	41%	16%	8%	2%
Tescra	\$62,712	\$69,659	\$67,639	\$87,670	(\$20,031)	\$86,150	(\$18,511)	0%	35%	65%	0%	0%	0%
													Continued

Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
UBICS	\$33,758	\$90,000	\$47,127	\$66,140	(\$19,014)	\$64,157	(\$17,031)	25%	40%	30%	4%	2%	0%
UBS	\$54,500	\$120,000	\$85,214	\$70,849	\$14,366	\$67,664	\$17,550	0%	4%	6%	39%	43%	8%
UGS Corp.	\$48,000	\$107,500	\$77,103	\$74,960	\$2,143	\$73,505	\$3,598	0%	7%	37%	32%	22%	1%
Ultimate Technology Solutions	\$50,000	\$72,000	\$60,444	\$65,621	(\$5,177)	\$63,835	(\$3,391)	0%	0%	89%	11%	0%	0%
Ultimo Software Solutions	\$40,000	\$40,000	\$40,000	\$67,475	(\$27,475)	\$64,841	(\$24,841)	14%	86%	0%	0%	0%	0%
Uni Resource	\$38,000	\$48,339	\$42,045	\$70,140	(\$28,095)	\$65,572	(\$23,527)	47%	53%	0%	0%	0%	0%
Unify Solutions	\$44,000	\$71,000	\$49,577	\$66,788	(\$17,211)	\$64,157	(\$14,580)	0%	90%	9%	1%	0%	0%
Uniplus Consultants	\$50,000	\$78,000	\$59,979	\$72,085	(\$12,105)	\$69,642	(\$9,663)	0%	29%	50%	21%	0%	0%
Unisys Corporation	\$41,000	\$112,000	\$74,930	\$70,971	\$3,960	\$69,336	\$5,594	1%	5%	25%	49%	19%	1%
United Toll Systems	\$42,500	\$72,104	\$53,154	\$66,772	(\$13,618)	\$61,567	(\$8,413)	10%	14%	59%	14%	3%	0%
Universal Software Corporation	\$45,261	\$76,800	\$53,825	\$76,188	(\$22,363)	\$75,614	(\$21,789)	0%	86%	14%	0%	0%	0%
Universal Technologies	\$51,376	\$57,637	\$54,078	\$74,756	(\$20,679)	\$70,747	(\$16,669)	37%	11%	52%	0%	0%	0%
US Tech Solutions	\$44,000	\$80,000	\$51,257	\$75,706	(\$24,449)	\$71,119	(\$19,863)	4%	75%	15%	4%	1%	0%
US Technology Resources	\$48,000	\$110,000	\$52,591	\$70,342	(\$17,751)	\$67,784	(\$15,193)	0%	56%	34%	8%	2%	0%
USM Business Systems	\$42,000	\$60,000	\$45,988	\$67,590	(\$21,603)	\$64,740	(\$18,753)	4%	81%	15%	0%	0%	0%
USP	\$24,274	\$49,587	\$39,010	\$68,555	(\$29,545)	\$65,146	(\$26,136)	47%	53%	0%	0%	0%	0%
-V-													
V Group	\$40,000	\$76,000	\$49,438	\$82,455	(\$33,017)	\$79,777	(\$30,339)	67%	21%	10%	3%	0%	0%
V L S Systems	\$35,000	\$52,000	\$43,715	\$66,831	(\$23,116)	\$63,926	(\$20,211)	4%	87%	9%	0%	0%	0%
Vaktech Corporation	\$47,614	\$60,000	\$50,556	\$62,133	(\$11,577)	\$59,798	(\$9,242)	0%	28%	70%	2%	0%	0%
Valley US	\$36,566	\$90,000	\$55,153	\$78,292	(\$23,139)	\$76,045	(\$20,892)	18%	52%	29%	1%	0%	0%
ValueMomentum	\$50,000	\$60,000	\$53,020	\$74,964	(\$21,944)	\$70,278	(\$17,258)	0%	71%	18%	10%	0%	0%
Vaptech	\$35,000	\$56,808	\$46,611	\$70,491	(\$23,880)	\$66,581	(\$19,970)	18%	79%	0%	3%	0%	0%
Ved Software Services	\$30,000	\$61,318	\$45,722	\$66,276	(\$20,554)	\$64,006	(\$18,285)	9%	80%	9%	2%	0%	0%
Vedicsoft Solutions	\$49,629	\$120,000	\$53,349	\$74,929	(\$21,580)	\$70,656	(\$17,307)	2%	70%	25%	2%	0%	1%
Velaga Associates	\$45,000	\$45,000	\$45,000	\$64,699	(\$19,699)	\$63,534	(\$18,534)	0%	69%	31%	0%	0%	0%
Velankani Information Systems	\$45,000	\$90,000	\$61,269	\$75,950	(\$14,680)	\$72,269	(\$10,999)	0%	24%	69%	3%	4%	0%
Vensai Technologies	\$41,000	\$74,000	\$48,081	\$66,183	(\$18,102)	\$65,720	(\$17,639)	3%	62%	32%	3%	0%	0%
													Continued

Continued

Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
-W-													
Wachovia	\$55,000	\$150,000	\$92,053	\$69,668	\$22,385	\$66,415	\$25,639	0%	3%	3%	30%	42%	21%
Washington Mutual Bank	\$62,000	\$122,138	\$88,534	\$70,854	\$17,680	\$68,914	\$19,620	0%	0%	17%	27%	27%	30%
Webilent Technology	\$47,632	\$89,000	\$67,581	\$71,637	(\$4,057)	\$68,644	(\$1,064)	0%	2%	61%	31%	6%	1%
West Coast Consulting	\$38,000	\$70,000	\$53,763	\$69,507	(\$15,744)	\$66,392	(\$12,629)	8%	31%	54%	0%	8%	0%
West Services	\$49,000	\$78,000	\$52,793	\$76,373	(\$23,580)	\$76,045	(\$23,252)	57%	37%	3%	3%	0%	0%
Whizinfo Technologies	\$36,000	\$50,000	\$42,804	\$63,864	(\$21,060)	\$62,731	(\$19,927)	4%	91%	5%	0%	0%	0%
Wintel Systems	\$49,000	\$58,000	\$50,500	\$65,300	(\$14,800)	\$63,770	(\$13,270)	0%	0%	100%	0%	0%	0%
Wipro	\$37,461	\$68,015	\$52,248	\$66,471	(\$14,223)	\$63,499	(\$11,251)	3%	23%	68%	6%	0%	0%
Wisdom Infotech	\$37,440	\$94,000	\$50,583	\$69,268	(\$18,685)	\$67,425	(\$16,841)	5%	77%	18%	0%	0%	0%
Wissen	\$47,200	\$51,200	\$51,027	\$76,876	(\$25,849)	\$71,971	(\$20,944)	0%	100%	0%	0%	0%	0%
Women of the World Corporation	\$40,000	\$152,651	\$69,138	\$62,453	\$6,685	\$61,328	\$7,810	0%	5%	23%	44%	18%	10%
Workflow Logistics	\$35,000	\$55,120	\$49,324	\$72,610	(\$23,286)	\$70,878	(\$21,554)	4%	81%	15%	0%	0%	0%
World LinK	\$45,000	\$100,000	\$76,455	\$77,166	(\$711)	\$73,944	\$2,511	0%	14%	7%	75%	5%	0%
World Networking Services	\$32,718	\$52,000	\$41,574	\$74,194	(\$32,620)	\$69,821	(\$28,247)	73%	27%	0%	0%	0%	0%
Worldwide Software Services	\$36,000	\$53,000	\$44,131	\$67,920	(\$23,789)	\$63,443	(\$19,312)	22%	42%	37%	0%	0%	0%
Wylvil Systems	\$55,000	\$65,000	\$55,244	\$72,680	(\$17,436)	\$71,292	(\$16,049)	0%	90%	10%	0%	0%	0%
-X-													
XCEL Solutions Corporation	\$50,000	\$70,000	\$55,256	\$76,865	(\$21,609)	\$72,003	(\$16,747)	0%	49%	51%	0%	0%	0%
Xceltech	\$51,501	\$51,501	\$51,501	\$67,624	(\$16,123)	\$64,716	(\$13,216)	0%	30%	70%	0%	0%	0%
Xoriant Corporation	\$46,072	\$90,000	\$54,867	\$75,210	(\$20,343)	\$72,332	(\$17,465)	0%	63%	37%	0%	0%	0%
Xpedite Technologies	\$31,117	\$53,581	\$47,724	\$71,017	(\$23,292)	\$70,135	(\$22,411)	10%	85%	5%	0%	0%	0%
Xtreme Worldwide Solutions	\$31,845	\$60,000	\$50,238	\$67,933	(\$17,695)	\$65,997	(\$15,758)	9%	49%	42%	0%	0%	0%
Xyant Technology	\$29,931	\$55,765	\$44,147	\$60,480	(\$16,333)	\$58,061	(\$13,914)	13%	48%	35%	4%	0%	0%
Xylotech Systems	\$50,000	\$50,000	\$50,000	\$83,176	(\$33,176)	\$81,273	(\$31,273)	0%	100%	0%	0%	0%	0%
-Y-													
Yahoo!	\$54,700	\$140,000	\$78,762	\$88,372	(\$9,610)	\$86,754	(\$7,992)	0%	9%	71%	19%	0%	1%
Yash & Lujan Consulting	\$40,000	\$62,000	\$50,950	\$74,726	(\$23,776)	\$71,087	(\$20,137)	0%	87%	13%	0%	0%	0%
													Continued



Employer	H-1B Wages			H-1B Wages Compared to Expected OES Wages				Distribution of H-1B Wages					
	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Yash Solutions	\$45,000	\$70,000	\$55,333	\$70,770	(\$15,436)	\$68,851	(\$13,517)	0%	64%	28%	8%	0%	0%
Yash Technologies	\$36,504	\$85,000	\$43,572	\$65,819	(\$22,247)	\$64,285	(\$20,713)	48%	19%	31%	2%	0%	0%
Yorkia Group	\$45,000	\$55,000	\$49,278	\$70,868	(\$21,591)	\$66,521	(\$17,244)	0%	47%	53%	0%	0%	0%
Youngsoft	\$36,000	\$60,000	\$45,916	\$67,190	(\$21,274)	\$64,113	(\$18,198)	13%	66%	21%	0%	0%	0%
-Z-													
Z & A Infotek Corporation d/b/a XEON Info	\$36,067	\$80,000	\$49,113	\$77,232	(\$28,119)	\$72,327	(\$23,214)	39%	47%	11%	3%	0%	0%
Z3 Technologies	\$33,134	\$70,000	\$52,528	\$66,984	(\$14,456)	\$64,515	(\$11,986)	4%	25%	66%	6%	0%	0%
Zeninfotech	\$40,000	\$60,000	\$52,393	\$63,443	(\$11,050)	\$61,113	(\$8,720)	0%	45%	39%	16%	0%	0%
Zensar Technologies	\$50,833	\$115,000	\$60,016	\$68,088	(\$8,072)	\$64,288	(\$4,272)	0%	0%	84%	15%	0%	1%
Zieta Technologies	\$48,000	\$84,000	\$51,211	\$70,200	(\$18,990)	\$68,368	(\$17,157)	0%	89%	4%	4%	4%	0%
Zolon Tech	\$45,000	\$81,500	\$60,005	\$74,758	(\$14,752)	\$73,199	(\$13,193)	2%	36%	54%	9%	0%	0%
ZS Associates	\$52,500	\$100,500	\$64,141	\$74,204	(\$10,063)	\$71,087	(\$6,946)	0%	3%	87%	8%	3%	0%
Zylog Systems d/b/a ZSL	\$36,500	\$69,100	\$39,518	\$53,631	(\$14,112)	\$50,784	(\$11,265)	11%	8%	78%	3%	0%	0%



## Appendix E — Geographic Distribution of H-1B Computer Programming Workers F.Y. 2005

State	%
California	15%
New Jersey	10%
Texas	6%
Illinois	5%
New York	5%
Florida	4%
Virginia	4%
Pennsylvania	3%
Georgia	3%
Michigan	3%
Massachusetts	3%
Ohio	3%
Washington	2%
Connecticut	2%
North Carolina	2%
Maryland	2%
Minnesota	1%
Wisconsin	1%
Colorado	1%
Missouri	1%
Delaware	1%
Indiana	1%
Arizona	1%
Tennessee	1%
Alabama	1%
Oregon	1%
Iowa	1%
New Hampshire	1%

State	%
Kansas	1%
Kentucky	1%
Maine	1%
District of Columbia	1%
Utah	0%
Nebraska	0%
South Carolina	0%
Oklahoma	0%
Arkansas	0%
Nevada	0%
Vermont	0%
Rhode Island	0%
New Mexico	0%
Idaho	0%
West Virginia	0%
Louisiana	0%
South Dakota	0%
North Dakota	0%
Mississippi	0%
Alaska	0%
Hawaii	0%
Puerto Rico	0%
Wyoming	0%
Montana	0%
Virgin Islands	0%
Guam	0%



## Appendix F — Top Employers of H-1B Computer Programming Workers F.Y. 2005

Rank	Company
1	Infosys
2	Syntel
3	Tata Consultancy Services
4	Wipro
5	HCL Technologies
6	Patni Computer Systems
7	Cognizant Technology Solutions
8	Satyam Computer Services
9	MPhasis Corporation
10	iGate Mastech
11	Accenture
12	Rapidigm
13	Tata Infotech Limited
14	Covansys Corporation
15	Enterprise Business Solutions
16	Microsoft
17	Deloitte & Touche
18	IBM Global Services India
19	NIIT
20	Volt Technical Resources
21	Nortel Networks
22	IBM
23	MBT International
24	Enterprise Solutions
25	EMC Corporation