# Backgrounder 

Low Salaries for Low Skills
Wages and Skill Levels for H-1B Computer Workers, 2005
By John Miano

## Appendices

4-07
Center for Immigration Studies 1522 K Street, NW, Suite 820 Washington, DC 20005-1202 (202) 466-8185 • (202) 466-8076 center@cis.org • www.cis.org

## Distribution of H-1B Wages

## OES Mean

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

## H-1B Wages

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

## How to Read the Appendices

## 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.

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 $\mathrm{H}-1 \mathrm{~B}$ 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 $10 \%$.
Distribution of H-1B Wage

These figures suggest an employer that pays high wages to $\mathrm{H}-1 \mathrm{~B}$ 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 $\mathrm{H}-1 \mathrm{~B}$ 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 $\mathrm{H}-1 \mathrm{~B}$ 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.
$\square$

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

|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Occupation | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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

|  | Prevailing Wage Claims |  |  | Claims Compared to Expected OES Wages |  |  |  | Distribution of Prevailing Wage Claims |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Occupation | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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

|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Occupation | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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 $25 \mathrm{H}-1 \mathrm{~B}$ Workers With Approved LCAs - U.S. Wages O.E.S. 2004

|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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\% |
| Acxiom 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Con | nued |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \text { OES } \\ \text { Mean } \end{gathered}$ | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Advanced Technology Group USA | \$44,400 | \$56,000 | \$50,107 | \$63,129 | (\$13,022) | \$61,772 | (\$11,665) | 0\% | 23\% | 77\% | 0\% | 0\% | 0\% |
| Advansoft | \$41,000 | \$72,800 | \$45,315 | \$65,459 | (\$20,144) | \$63,843 | $(\$ 18,527)$ | 0\% | 82\% | 18\% | 1\% | 0\% | 0\% |
| Advent Global Solutions | \$45,000 | \$80,135 | \$49,092 | \$68,014 | $(\$ 18,922)$ | \$65,921 | $(\$ 16,829)$ | 0\% | 87\% | 12\% | 1\% | 0\% | 0\% |
| Aequor | \$36,067 | \$60,000 | \$53,539 | \$74,465 | $(\$ 20,926)$ | \$69,995 | $(\$ 16,456)$ | 11\% | 71\% | 18\% | 0\% | 0\% | 0\% |
| Affiliated Computer Services | \$30,347 | \$129,146 | \$71,509 | \$66,335 | \$5,174 | \$63,976 | \$7,533 | 4\% | 13\% | 24\% | 24\% | 24\% | 9\% |
| Affuel Systems Group | \$33,072 | \$49,462 | \$42,603 | \$68,262 | $(\$ 25,659)$ | \$65,932 | $(\$ 23,329)$ | 11\% | 89\% | 0\% | 0\% | 0\% | 0\% |
| Agreeya Solutions | \$53,373 | \$69,867 | \$60,005 | \$75,127 | $(\$ 15,121)$ | \$71,608 | $(\$ 11,603)$ | 0\% | 35\% | 65\% | 0\% | 0\% | 0\% |
| AIG | \$42,500 | \$104,000 | \$76,045 | \$72,580 | \$3,465 | \$69,388 | \$6,657 | 0\% | 19\% | 19\% | 42\% | 19\% | 0\% |
| AIM Computer Consulting | \$36,421 | \$56,000 | \$44,454 | \$65,714 | $(\$ 21,260)$ | \$63,328 | $(\$ 18,874)$ | 16\% | 75\% | 5\% | 3\% | 0\% | 0\% |
| AIT Global | \$45,000 | \$62,000 | \$49,719 | \$76,382 | $(\$ 26,663)$ | \$71,741 | (\$22,022) | 44\% | 44\% | 11\% | 0\% | 0\% | 0\% |
| Ajay International | \$26,500 | \$53,000 | \$43,899 | \$69,581 | (\$25,681) | \$67,688 | $(\$ 23,789)$ | 29\% | 71\% | 0\% | 0\% | 0\% | 0\% |
| Ajel Technologies | \$43,900 | \$60,000 | \$50,814 | \$76,930 | $(\$ 26,116)$ | \$72,010 | $(\$ 21,196)$ | 55\% | 4\% | 41\% | 0\% | 0\% | 0\% |
| Ajilon | \$31,900 | \$172,640 | \$75,484 | \$66,885 | \$8,599 | \$64,901 | \$10,583 | 2\% | 3\% | 17\% | 50\% | 20\% | 9\% |
| AK Systems | \$40,000 | \$68,000 | \$42,584 | \$78,584 | (\$36,000) | \$73,813 | $(\$ 31,229)$ | 83\% | 11\% | 6\% | 0\% | 0\% | 0\% |
| Akraya | \$36,379 | \$124,800 | \$68,309 | \$78,900 | (\$10,591) | \$76,659 | $(\$ 8,350)$ | 3\% | 53\% | 17\% | 17\% | 7\% | 3\% |
| Alabama Environmental Council | \$41,000 | \$41,000 | \$41,000 | \$36,250 | \$4,750 | \$33,640 | \$7,360 | 0\% | 0\% | 0\% | 100\% | 0\% | 0\% |
| Albion | \$45,000 | \$70,000 | \$58,626 | \$72,130 | $(\$ 13,504)$ | \$67,002 | $(\$ 8,376)$ | 0\% | 30\% | 60\% | 10\% | 0\% | 0\% |
| Alcatel | \$45,000 | \$125,000 | \$74,464 | \$77,015 | $(\$ 2,551)$ | \$74,423 | \$41 | 4\% | 18\% | 27\% | 37\% | 11\% | 3\% |
| Alden Technologies | \$50,000 | \$72,000 | \$55,029 | \$68,242 | (\$13,213) | \$66,745 | (\$11,717) | 0\% | 34\% | 40\% | 26\% | 0\% | 0\% |
| Aldon Business Solutions | \$45,000 | \$60,000 | \$47,424 | \$67,873 | (\$20,449) | \$66,009 | $(\$ 18,585)$ | 6\% | 82\% | 12\% | 0\% | 0\% | 0\% |
| Alliance Consulting Group Associates | \$41,000 | \$104,000 | \$72,756 | \$67,670 | \$5,085 | \$66,017 | \$6,739 | 3\% | 10\% | 28\% | 31\% | 28\% | 0\% |
| Allied Buiness Consulting | \$40,000 | \$60,000 | \$42,268 | \$69,459 | $(\$ 27,191)$ | \$66,439 | (\$24,171) | 36\% | 60\% | 4\% | 0\% | 0\% | 0\% |
| Allied Informatics | \$27,789 | \$82,909 | \$45,641 | \$68,929 | $(\$ 23,288)$ | \$63,537 | $(\$ 17,897)$ | 7\% | 75\% | 16\% | 2\% | 0\% | 0\% |
| Alltech Consulting Services | \$46,000 | \$61,402 | \$50,866 | \$74,883 | (\$24,017) | \$70,570 | (\$19,704) | 11\% | 75\% | 14\% | 0\% | 0\% | 0\% |
| AlphaSoft Services Corporation | \$48,234 | \$80,000 | \$57,204 | \$64,715 | (\$7,512) | \$62,048 | $(\$ 4,845)$ | 0\% | 30\% | 20\% | 50\% | 0\% | 0\% |
| Altech Star | \$45,000 | \$50,000 | \$45,880 | \$76,733 | $(\$ 30,853)$ | \$71,990 | (\$26,110) | 74\% | 26\% | 0\% | 0\% | 0\% | 0\% |
| Altsoft | \$38,314 | \$87,360 | \$54,409 | \$70,946 | $(\$ 16,537)$ | \$68,395 | $(\$ 13,986)$ | 3\% | 43\% | 46\% | 7\% | 1\% | 0\% |
| Altus Technologies | \$45,000 | \$70,000 | \$50,857 | \$66,693 | $(\$ 15,836)$ | \$63,845 | $(\$ 12,987)$ | 0\% | 17\% | 74\% | 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 <br> Mean | Difference | OES <br> 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Continued |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Aries Solutions International | \$42,940 | \$59,904 | \$52,100 | \$65,531 | (\$13,431) | \$64,104 | $(\$ 12,003)$ | 0\% | 36\% | 64\% | 0\% | 0\% | 0\% |
| Arinso International | \$44,075 | \$81,432 | \$60,365 | \$71,285 | (\$10,920) | \$68,493 | $(\$ 8,128)$ | 3\% | 63\% | 0\% | 34\% | 0\% | 0\% |
| Articas | \$52,957 | \$69,160 | \$63,066 | \$82,189 | $(\$ 19,123)$ | \$80,000 | $(\$ 16,934)$ | 0\% | 57\% | 43\% | 0\% | 0\% | 0\% |
| Arwano | \$45,000 | \$55,765 | \$45,617 | \$64,087 | $(\$ 18,469)$ | \$62,726 | $(\$ 17,108)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| Ask Jeeves | \$67,000 | \$122,000 | \$87,734 | \$83,922 | \$3,811 | \$81,864 | \$5,869 | 0\% | 3\% | 24\% | 61\% | 9\% | 3\% |
| Asta CRS | \$45,000 | \$65,000 | \$51,294 | \$66,747 | $(\$ 15,453)$ | \$63,958 | $(\$ 12,664)$ | 0\% | 10\% | 86\% | 4\% | 0\% | 0\% |
| Aster Telesolutions | \$50,000 | \$55,000 | \$52,857 | \$74,607 | $(\$ 21,750)$ | \$71,611 | $(\$ 18,754)$ | 0\% | 64\% | 36\% | 0\% | 0\% | 0\% |
| Asterix Consulting | \$40,000 | \$72,000 | \$42,467 | \$69,409 | $(\$ 26,943)$ | \$65,892 | $(\$ 23,426)$ | 9\% | 87\% | 2\% | 2\% | 0\% | 0\% |
| Astir It Solutions | \$42,000 | \$65,000 | \$46,873 | \$76,103 | $(\$ 29,230)$ | \$71,314 | $(\$ 24,441)$ | 80\% | 8\% | 11\% | 0\% | 0\% | 0\% |
| AT\&T | \$48,598 | \$115,000 | \$80,401 | \$71,635 | \$8,765 | \$69,074 | \$11,327 | 0\% | 3\% | 9\% | 55\% | 33\% | 0\% |
| Atlas Computer Consultants | \$41,000 | \$53,000 | \$44,165 | \$67,206 | (\$23,041) | \$64,503 | $(\$ 20,338)$ | 0\% | 93\% | 7\% | 0\% | 0\% | 0\% |
| Atlas Software Technologies | \$34,778 | \$60,000 | \$44,709 | \$65,943 | (\$21,234) | \$64,249 | $(\$ 19,540)$ | 3\% | 72\% | 19\% | 6\% | 0\% | 0\% |
| Attic Technologies | \$42,000 | \$50,000 | \$46,083 | \$76,930 | $(\$ 30,847)$ | \$72,010 | $(\$ 25,927)$ | 96\% | 4\% | 0\% | 0\% | 0\% | 0\% |
| Auro Pro Systems | \$37,606 | \$60,000 | \$54,720 | \$74,489 | $(\$ 19,769)$ | \$70,266 | $(\$ 15,546)$ | 9\% | 24\% | 65\% | 3\% | 0\% | 0\% |
| Autodesk | \$49,338 | \$140,400 | \$80,138 | \$75,551 | \$4,586 | \$73,294 | \$6,844 | 3\% | 0\% | 28\% | 45\% | 14\% | 10\% |
| Automatic Data Processing | \$43,866 | \$124,196 | \$81,707 | \$75,988 | \$5,719 | \$73,103 | \$8,604 | 1\% | 6\% | 22\% | 43\% | 22\% | 6\% |
| Avaya | \$61,158 | \$115,000 | \$85,075 | \$83,371 | \$1,704 | \$80,497 | \$4,578 | 0\% | 9\% | 9\% | 75\% | 7\% | 0\% |
| AVCO Consulting | \$42,000 | \$55,000 | \$43,711 | \$75,700 | (\$31,989) | \$75,340 | $(\$ 31,629)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| Avesta Computer Services | \$42,723 | \$52,957 | \$46,678 | \$69,819 | (\$23,141) | \$66,769 | $(\$ 20,092)$ | 15\% | 85\% | 0\% | 0\% | 0\% | 0\% |
| Axiom Sources | \$49,774 | \$99,840 | \$59,378 | \$78,711 | $(\$ 19,333)$ | \$76,461 | $(\$ 17,083)$ | 0\% | 66\% | 23\% | 7\% | 5\% | 0\% |
| Axiom Systems | \$29,000 | \$89,200 | \$41,730 | \$54,791 | $(\$ 13,061)$ | \$52,206 | $(\$ 10,476)$ | 1\% | 87\% | 9\% | 3\% | 0\% | 0\% |
| Azul Systems | \$60,000 | \$100,000 | \$80,710 | \$87,670 | $(\$ 6,960)$ | \$86,150 | $(\$ 5,440)$ | 0\% | 32\% | 32\% | 35\% | 0\% | 0\% |
| -B- |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Baha Industries Corp. d/b/a Open Systems Technology | \$57,000 | \$190,000 | \$106,391 | \$71,514 | \$34,876 | \$68,108 | \$38,282 | 0\% | 0\% | 3\% | 6\% | 50\% | 41\% |
| Bahwan CyberTek | \$44,000 | \$51,300 | \$47,543 | \$68,584 | (\$21,041) | \$66,459 | $(\$ 18,917)$ | 0\% | 66\% | 20\% | 15\% | 0\% | 0\% |
| Banc of America Securities | \$45,094 | \$135,000 | \$76,597 | \$72,257 | \$4,340 | \$69,252 | \$7,345 | 3\% | 17\% | 22\% | 22\% | 31\% | 6\% |
| Bank of America | \$47,908 | \$140,000 | \$80,810 | \$71,414 | \$9,396 | \$68,950 | \$11,860 | 0\% | 7\% | 14\% | 41\% | 36\% | 2\% |
| Barclays | \$45,000 | \$130,000 | \$90,419 | \$72,871 | \$17,549 | \$69,553 | \$20,867 | 3\% | 3\% | 3\% | 42\% | 32\% | 16\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | nued |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | $\begin{array}{r} \text { OES } \\ \text { Mean } \\ \hline \end{array}$ | Difference | OES <br> 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\% |
| Bijam 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Conti | nued |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | $\begin{array}{r} \hline \text { OES } \\ \text { Mean } \\ \hline \end{array}$ | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Camo Technologies | \$35,000 | \$65,000 | \$52,235 | \$73,062 | $(\$ 20,827)$ | \$68,847 | (\$16,612) | 3\% | 67\% | 28\% | 2\% | 0\% | 0\% |
| Capgemini | \$38,000 | \$150,000 | \$76,834 | \$71,425 | \$5,409 | \$69,261 | \$7,572 | 0\% | 5\% | 34\% | 33\% | 24\% | 4\% |
| Capital Legal Solutions | \$36,000 | \$50,000 | \$41,560 | \$70,617 | $(\$ 29,058)$ | \$67,939 | (\$26,380) | 3\% | 97\% | 0\% | 0\% | 0\% | 0\% |
| Capital One | \$50,000 | \$115,000 | \$72,804 | \$71,576 | \$1,227 | \$69,912 | \$2,891 | 0\% | 13\% | 39\% | 31\% | 9\% | 8\% |
| Caresoft | \$46,800 | \$65,000 | \$50,052 | \$74,429 | $(\$ 24,377)$ | \$71,173 | $(\$ 21,121)$ | 3\% | 84\% | 13\% | 0\% | 0\% | 0\% |
| CDI Corporation | \$50,500 | \$113,984 | \$63,131 | \$65,375 | $(\$ 2,244)$ | \$63,379 | (\$248) | 1\% | 16\% | 44\% | 25\% | 9\% | 5\% |
| Central Business Solutions | \$50,000 | \$65,000 | \$57,509 | \$75,831 | $(\$ 18,323)$ | \$72,865 | $(\$ 15,356)$ | 0\% | 20\% | 80\% | 0\% | 0\% | 0\% |
| CGI-AMS | \$50,000 | \$141,440 | \$73,454 | \$70,454 | \$3,000 | \$67,516 | \$5,938 | 1\% | 6\% | 28\% | 46\% | 16\% | 4\% |
| Charter Global | \$40,000 | \$81,800 | \$51,561 | \$68,268 | $(\$ 16,707)$ | \$64,299 | $(\$ 12,738)$ | 20\% | 27\% | 39\% | 9\% | 2\% | 4\% |
| Ciber | \$30,000 | \$110,489 | \$59,826 | \$68,235 | $(\$ 8,409)$ | \$66,208 | $(\$ 6,382)$ | 8\% | 36\% | 23\% | 23\% | 10\% | 1\% |
| Ciber Resource Group | \$42,000 | \$72,800 | \$54,813 | \$77,347 | $(\$ 22,534)$ | \$73,886 | $(\$ 19,073)$ | 6\% | 75\% | 17\% | 2\% | 0\% | 0\% |
| Cigniti | \$42,780 | \$60,000 | \$51,684 | \$68,465 | $(\$ 16,781)$ | \$66,582 | $(\$ 14,898)$ | 0\% | 73\% | 27\% | 0\% | 0\% | 0\% |
| Cingular Wireless | \$35,300 | \$109,730 | \$73,229 | \$70,786 | \$2,443 | \$68,697 | \$4,532 | 3\% | 4\% | 31\% | 47\% | 12\% | 4\% |
| Cisco Systems | \$41,704 | \$121,957 | \$83,426 | \$81,771 | \$1,655 | \$79,791 | \$3,635 | 0\% | 3\% | 35\% | 46\% | 14\% | 2\% |
| Citadel Investment Group | \$62,000 | \$180,000 | \$104,500 | \$66,439 | \$38,061 | \$64,657 | \$39,843 | 0\% | 0\% | 2\% | 39\% | 16\% | 43\% |
| Citicorp | \$41,000 | \$150,000 | \$80,137 | \$72,716 | \$7,421 | \$69,146 | \$10,991 | 0\% | 7\% | 23\% | 36\% | 26\% | 7\% |
| Cityon Systems | \$30,368 | \$55,000 | \$44,565 | \$67,827 | $(\$ 23,262)$ | \$63,684 | $(\$ 19,119)$ | 15\% | 42\% | 42\% | 0\% | 0\% | 0\% |
| Clear Technologie | \$49,920 | \$65,000 | \$51,339 | \$76,232 | (\$24,892) | \$71,285 | $(\$ 19,945)$ | 0\% | 91\% | 0\% | 9\% | 0\% | 0\% |
| Clearwire Corporation | \$82,820 | \$82,820 | \$82,820 | \$69,200 | \$13,620 | \$67,450 | \$15,370 | 0\% | 0\% | 0\% | 0\% | 100\% | 0\% |
| Client Network Services | \$44,000 | \$99,000 | \$70,342 | \$73,196 | $(\$ 2,854)$ | \$71,138 | (\$796) | 3\% | 13\% | 33\% | 37\% | 12\% | 2\% |
| Clientsoft | \$60,000 | \$61,547 | \$60,450 | \$82,246 | $(\$ 21,796)$ | \$78,617 | $(\$ 18,168)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| Clines Software Consulting | \$42,920 | \$48,235 | \$44,467 | \$74,880 | $(\$ 30,413)$ | \$71,800 | $(\$ 27,333)$ | 69\% | 31\% | 0\% | 0\% | 0\% | 0\% |
| Clutchpoint | \$41,000 | \$52,000 | \$48,047 | \$69,138 | $(\$ 21,091)$ | \$67,401 | $(\$ 19,355)$ | 8\% | 92\% | 0\% | 0\% | 0\% | 0\% |
| CMC Americas | \$39,083 | \$82,000 | \$47,028 | \$66,881 | $(\$ 19,852)$ | \$65,169 | $(\$ 18,141)$ | 3\% | 86\% | 8\% | 3\% | 0\% | 0\% |
| Cogent Infotech Corporation | \$44,000 | \$60,000 | \$49,604 | \$61,966 | $(\$ 12,363)$ | \$60,494 | $(\$ 10,890)$ | 0\% | 14\% | 82\% | 4\% | 0\% | 0\% |
| Cognitim | \$45,000 | \$90,000 | \$61,931 | \$79,320 | $(\$ 17,389)$ | \$76,986 | $(\$ 15,055)$ | 0\% | 26\% | 72\% | 0\% | 0\% | 3\% |
| Cognizant Technology Solutions | \$29,494 | \$73,000 | \$49,078 | \$69,610 | $(\$ 20,532)$ | \$67,456 | $(\$ 18,379)$ | 14\% | 65\% | 21\% | 0\% | 0\% | 0\% |
| Collasys | \$42,000 | \$53,500 | \$48,503 | \$68,652 | $(\$ 20,148)$ | \$66,128 | $(\$ 17,625)$ | 0\% | 90\% | 10\% | 0\% | 0\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Continued |  |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | $\begin{aligned} & \text { OES } \\ & \text { Mean } \\ & \hline \end{aligned}$ | Difference | OES <br> 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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \text { OES } \\ \text { Mean } \\ \hline \end{gathered}$ | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Concept Software \& Services | \$32,885 | \$71,000 | \$53,256 | \$68,758 | (\$15,502) | \$63,429 | $(\$ 10,173)$ | 0\% | 34\% | 55\% | 10\% | 0\% | 0\% |
| Congenesys | \$45,000 | \$70,000 | \$50,955 | \$58,057 | $(\$ 7,102)$ | \$55,482 | $(\$ 4,527)$ | 0\% | 7\% | 66\% | 27\% | 0\% | 0\% |
| Convergsys CMG | \$65,151 | \$65,151 | \$65,151 | \$74,150 | $(\$ 8,999)$ | \$71,760 | (\$6,609) | 0\% | 0\% | 100\% | 0\% | 0\% | 0\% |
| Convergys | \$36,629 | \$120,000 | \$55,749 | \$65,999 | (\$10,251) | \$64,532 | (\$8,784) | 11\% | 23\% | 30\% | 36\% | 0\% | 0\% |
| Conversion Services International | \$48,000 | \$83,533 | \$51,173 | \$70,261 | $(\$ 19,087)$ | \$67,370 | $(\$ 16,197)$ | 0\% | 60\% | 36\% | 2\% | 2\% | 0\% |
| Coolsoft | \$42,000 | \$61,000 | \$45,998 | \$55,206 | $(\$ 9,208)$ | \$54,178 | $(\$ 8,180)$ | 0\% | 2\% | 93\% | 5\% | 0\% | 0\% |
| Corliant | \$38,000 | \$60,000 | \$44,129 | \$63,782 | $(\$ 19,653)$ | \$61,456 | $(\$ 17,327)$ | 32\% | 32\% | 32\% | 3\% | 0\% | 0\% |
| Corporate America Business Solutions | \$42,000 | \$50,000 | \$46,000 | \$79,949 | $(\$ 33,949)$ | \$77,167 | $(\$ 31,167)$ | 59\% | 31\% | 10\% | 0\% | 0\% | 0\% |
| Corporate Computer Services | \$42,000 | \$91,000 | \$49,911 | \$72,008 | $(\$ 22,097)$ | \$70,372 | (\$20,461) | 2\% | 95\% | 3\% | 1\% | 0\% | 0\% |
| Corpus | \$40,000 | \$120,000 | \$55,143 | \$68,185 | (\$13,042) | \$66,170 | (\$11,027) | 3\% | 39\% | 57\% | 1\% | 0\% | 1\% |
| Countrywide Home Loans | \$42,000 | \$118,000 | \$80,032 | \$79,086 | \$945 | \$76,755 | \$3,277 | 2\% | 2\% | 37\% | 44\% | 14\% | 2\% |
| Covansys Corporation | \$44,000 | \$87,298 | \$58,727 | \$69,628 | (\$10,901) | \$67,120 | $(\$ 8,393)$ | 0\% | 4\% | 85\% | 11\% | 0\% | 0\% |
| Credent Technologies | \$40,000 | \$57,000 | \$48,114 | \$73,051 | $(\$ 24,937)$ | \$68,950 | $(\$ 20,836)$ | 31\% | 53\% | 16\% | 0\% | 0\% | 0\% |
| Credit Suisse First Boston | \$52,000 | \$130,000 | \$80,318 | \$69,192 | \$11,126 | \$65,773 | \$14,545 | 0\% | 0\% | 11\% | 56\% | 29\% | 4\% |
| CRS Systems | \$44,000 | \$60,000 | \$45,551 | \$75,678 | (\$30,126) | \$75,244 | (\$29,693) | 0\% | 97\% | 3\% | 0\% | 0\% | 0\% |
| C-Shell | \$36,067 | \$51,147 | \$45,839 | \$77,459 | (\$31,620) | \$72,565 | $(\$ 26,725)$ | 35\% | 65\% | 0\% | 0\% | 0\% | 0\% |
| CSWL | \$60,000 | \$91,000 | \$64,563 | \$78,078 | (\$13,515) | \$75,388 | $(\$ 10,825)$ | 0\% | 6\% | 81\% | 13\% | 0\% | 0\% |
| Cummins | \$48,900 | \$78,900 | \$61,018 | \$61,773 | (\$755) | \$60,310 | \$708 | 0\% | 23\% | 23\% | 35\% | 15\% | 4\% |
| Cyber Korp | \$34,008 | \$72,800 | \$46,239 | \$69,687 | $(\$ 23,447)$ | \$67,865 | (\$21,626) | 0\% | 93\% | 4\% | 2\% | 0\% | 0\% |
| Cyber Professionals | \$45,000 | \$78,700 | \$60,395 | \$65,439 | $(\$ 5,044)$ | \$62,406 | (\$2,011) | 0\% | 29\% | 32\% | 23\% | 16\% | 0\% |
| Cyber Resource Group | \$52,000 | \$55,600 | \$52,393 | \$76,793 | (\$24,401) | \$72,380 | $(\$ 19,987)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| Cyber World Solutions | \$41,000 | \$54,000 | \$44,300 | \$66,532 | $(\$ 22,231)$ | \$63,593 | (\$19,293) | 2\% | 88\% | 10\% | 0\% | 0\% | 0\% |
| Cyberbest Technology | \$42,000 | \$55,000 | \$49,816 | \$63,414 | (\$13,598) | \$59,674 | $(\$ 9,858)$ | 0\% | 39\% | 59\% | 2\% | 0\% | 0\% |
| Cybernet Software Systems | \$45,020 | \$48,399 | \$46,710 | \$84,285 | (\$37,576) | \$81,405 | $(\$ 34,696)$ | 100\% | 0\% | 0\% | 0\% | 0\% | 0\% |
| Cybersoft Technologies | \$40,000 | \$44,000 | \$40,627 | \$68,490 | $(\$ 27,863)$ | \$66,580 | $(\$ 25,953)$ | 84\% | 16\% | 0\% | 0\% | 0\% | 0\% |
| Cybersoftec | \$40,000 | \$80,000 | \$72,777 | \$72,454 | \$324 | \$68,843 | \$3,935 | 1\% | 3\% | 7\% | 67\% | 22\% | 0\% |
| CyberTech Systems \& Software | \$40,000 | \$51,500 | \$47,838 | \$70,180 | $(\$ 22,343)$ | \$67,595 | (\$19,758) | 0\% | 88\% | 13\% | 0\% | 0\% | 0\% |
| cyberThink | \$25,376 | \$75,000 | \$49,505 | \$71,618 | $(\$ 22,113)$ | \$68,343 | $(\$ 18,838)$ | 9\% | 74\% | 16\% | 2\% | 0\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Continued |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{array}{r} \text { OES } \\ \text { Mean } \\ \hline \end{array}$ | Difference | OES <br> 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Con | nued |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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 Solultions | \$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 <br> 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\% |
| Enternet 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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \text { OES } \\ \text { Mean } \end{gathered}$ | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| ERP Analyst (Formerly Lucent Info Tech USA) | \$29,858 | \$81,245 | \$54,261 | \$63,588 | $(\$ 9,327)$ | \$60,492 | $(\$ 6,230)$ | 15\% | 20\% | 32\% | 17\% | 17\% | 0\% |
| eSymbiosis Solutions International | \$40,000 | \$65,000 | \$51,771 | \$58,443 | (\$6,672) | \$55,746 | $(\$ 3,975)$ | 0\% | 4\% | 81\% | 15\% | 0\% | 0\% |
| eTechnosoft Corporation | \$47,108 | \$101,920 | \$51,774 | \$74,740 | $(\$ 22,966)$ | \$71,695 | $(\$ 19,921)$ | 0\% | 88\% | 5\% | 4\% | 3\% | 0\% |
| Etek IT Services | \$48,000 | \$54,000 | \$48,410 | \$68,807 | $(\$ 20,396)$ | \$66,003 | (\$17,592) | 0\% | 60\% | 40\% | 0\% | 0\% | 0\% |
| eTouch Systems | \$70,880 | \$83,000 | \$73,337 | \$74,880 | $(\$ 1,543)$ | \$71,800 | \$1,537 | 0\% | 0\% | 35\% | 65\% | 0\% | 0\% |
| E-Transactions Software Technologies | \$45,864 | \$51,813 | \$49,375 | \$74,108 | $(\$ 24,733)$ | \$72,228 | $(\$ 22,853)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| eTransX | \$35,000 | \$44,000 | \$37,909 | \$68,125 | $(\$ 30,215)$ | \$66,235 | $(\$ 28,326)$ | 94\% | 5\% | 0\% | 2\% | 0\% | 0\% |
| Eureka Technocrats | \$40,000 | \$60,000 | \$46,339 | \$68,330 | $(\$ 21,991)$ | \$66,399 | $(\$ 20,061)$ | 33\% | 55\% | 12\% | 0\% | 0\% | 0\% |
| eVantage Technologies | \$45,000 | \$52,957 | \$49,006 | \$76,379 | $(\$ 27,373)$ | \$71,682 | $(\$ 22,676)$ | 27\% | 73\% | 0\% | 0\% | 0\% | 0\% |
| Everest Business Solutions | \$35,000 | \$99,840 | \$56,828 | \$66,554 | $(\$ 9,725)$ | \$63,705 | $(\$ 6,877)$ | 0\% | 9\% | 69\% | 17\% | 4\% | 0\% |
| Everest Computers | \$40,000 | \$82,000 | \$55,549 | \$72,394 | $(\$ 16,846)$ | \$69,115 | $(\$ 13,566)$ | 7\% | 57\% | 29\% | 7\% | 0\% | 0\% |
| Everest Consulting Group | \$48,000 | \$85,000 | \$56,867 | \$75,334 | $(\$ 18,467)$ | \$71,016 | $(\$ 14,149)$ | 0\% | 52\% | 46\% | 3\% | 0\% | 0\% |
| Exec Search | \$35,568 | \$124,800 | \$48,933 | \$66,662 | $(\$ 17,729)$ | \$63,009 | $(\$ 14,076)$ | 13\% | 49\% | 31\% | 2\% | 4\% | 2\% |
| Exilant Consulting | \$60,000 | \$85,000 | \$71,607 | \$74,880 | $(\$ 3,273)$ | \$71,800 | (\$193) | 0\% | 0\% | 68\% | 32\% | 0\% | 0\% |
| Expedia | \$49,700 | \$84,000 | \$66,703 | \$81,127 | $(\$ 14,424)$ | \$78,838 | $(\$ 12,135)$ | 23\% | 38\% | 15\% | 23\% | 0\% | 0\% |
| Experttech Solutions | \$50,000 | \$60,000 | \$54,457 | \$87,576 | $(\$ 33,119)$ | \$86,040 | $(\$ 31,584)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| Externetworks | \$50,000 | \$60,000 | \$53,125 | \$82,084 | $(\$ 28,959)$ | \$78,838 | (\$25,713) | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| EZ Solutions | \$45,000 | \$104,000 | \$51,469 | \$60,744 | $(\$ 9,274)$ | \$61,361 | $(\$ 9,891)$ | 0\% | 79\% | 4\% | 4\% | 8\% | 4\% |
| EZ2 Technologies | \$40,000 | \$75,000 | \$52,767 | \$67,931 | $(\$ 15,165)$ | \$64,986 | $(\$ 12,219)$ | 3\% | 23\% | 63\% | 10\% | 0\% | 0\% |
| eZe Systems | \$45,000 | \$65,000 | \$45,769 | \$76,980 | $(\$ 31,211)$ | \$72,063 | $(\$ 26,294)$ | 89\% | 9\% | 2\% | 0\% | 0\% | 0\% |
| EZen Computer Servcies | \$39,500 | \$42,000 | \$41,554 | \$78,570 | $(\$ 37,016)$ | \$73,730 | $(\$ 32,176)$ | 100\% | 0\% | 0\% | 0\% | 0\% | 0\% |
| -F- |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Fair Isaac Corporation | \$63,648 | \$95,421 | \$78,888 | \$83,173 | (\$4,285) | \$81,293 | $(\$ 2,405)$ | 0\% | 29\% | 32\% | 39\% | 0\% | 0\% |
| Falconstor | \$50,000 | \$100,000 | \$73,625 | \$80,644 | (\$7,019) | \$76,417 | $(\$ 2,792)$ | 0\% | 10\% | 81\% | 4\% | 4\% | 0\% |
| FANNIE MAE | \$54,000 | \$110,000 | \$78,086 | \$68,659 | \$9,427 | \$66,742 | \$11,344 | 0\% | 0\% | 20\% | 40\% | 31\% | 10\% |
| Federal Express | \$31,387 | \$80,285 | \$60,494 | \$61,552 | $(\$ 1,058)$ | \$60,292 | \$202 | 0\% | 16\% | 17\% | 63\% | 4\% | 0\% |
| Federal Home Loan Mortgage Corporation | \$55,000 | \$100,543 | \$81,425 | \$70,966 | \$10,459 | \$69,164 | \$12,261 | 0\% | 1\% | 9\% | 63\% | 27\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | inued |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | OES Mean | Difference | OES <br> 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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \hline \text { OES } \\ \text { Mean } \end{gathered}$ | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Global Consultant | \$47,300 | \$62,400 | \$57,573 | \$72,528 | $(\$ 14,955)$ | \$68,211 | $(\$ 10,638)$ | 0\% | 27\% | 64\% | 10\% | 0\% | 0\% |
| Global Consulting Group (MA) | \$37,232 | \$73,840 | \$49,279 | \$72,436 | $(\$ 23,157)$ | \$71,235 | $(\$ 21,956)$ | 0\% | 72\% | 28\% | 0\% | 0\% | 0\% |
| Global Consulting Group (MI) | \$36,000 | \$49,000 | \$39,936 | \$66,351 | $(\$ 26,416)$ | \$63,004 | $(\$ 23,069)$ | 60\% | 40\% | 0\% | 0\% | 0\% | 0\% |
| Global Enterprise Management Solutions | \$40,000 | \$58,000 | \$41,218 | \$67,678 | (\$26,460) | \$65,738 | (\$24,520) | 80\% | 9\% | 11\% | 0\% | 0\% | 0\% |
| Global Information Services | \$44,000 | \$80,000 | \$52,322 | \$63,877 | $(\$ 11,555)$ | \$62,288 | $(\$ 9,966)$ | 0\% | 52\% | 38\% | 10\% | 0\% | 0\% |
| Global Infotech Solutions | \$36,338 | \$55,000 | \$45,110 | \$66,325 | $(\$ 21,214)$ | \$63,303 | $(\$ 18,192)$ | 19\% | 56\% | 26\% | 0\% | 0\% | 0\% |
| Global IT | \$47,000 | \$60,000 | \$48,208 | \$68,460 | (\$20,252) | \$66,553 | $(\$ 18,346)$ | 0\% | 96\% | 4\% | 0\% | 0\% | 0\% |
| Global Resource Management | \$40,000 | \$62,000 | \$47,257 | \$67,057 | $(\$ 19,800)$ | \$62,423 | $(\$ 15,165)$ | 0\% | 40\% | 57\% | 2\% | 0\% | 0\% |
| Global Soft Solutions | \$40,000 | \$70,000 | \$49,165 | \$71,055 | (\$21,890) | \$68,787 | $(\$ 19,622)$ | 0\% | 87\% | 13\% | 0\% | 0\% | 0\% |
| Global Tech \& Resources | \$35,110 | \$65,000 | \$52,733 | \$70,166 | $(\$ 17,434)$ | \$68,180 | $(\$ 15,448)$ | 10\% | 37\% | 51\% | 3\% | 0\% | 0\% |
| Global Technical Software Services | \$42,000 | \$69,000 | \$44,362 | \$76,509 | $(\$ 32,147)$ | \$71,661 | (\$27,299) | 97\% | 2\% | 0\% | 2\% | 0\% | 0\% |
| Global Technology Resources And Solutions | \$45,000 | \$65,000 | \$52,386 | \$66,713 | $(\$ 14,326)$ | \$63,883 | $(\$ 11,496)$ | 0\% | 25\% | 68\% | 7\% | 0\% | 0\% |
| Global Technology Solution Venders | \$51,813 | \$52,957 | \$52,385 | \$74,115 | $(\$ 21,730)$ | \$71,270 | $(\$ 18,885)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| GlobalCynex | \$38,000 | \$90,000 | \$51,422 | \$67,157 | $(\$ 15,736)$ | \$63,541 | $(\$ 12,120)$ | 0\% | 18\% | 73\% | 8\% | 1\% | 0\% |
| Globaldata Management Corporation | \$42,000 | \$68,000 | \$55,068 | \$68,393 | $(\$ 13,325)$ | \$65,439 | (\$10,371) | 3\% | 27\% | 62\% | 8\% | 0\% | 0\% |
| Globalrely | \$38,000 | \$55,000 | \$50,100 | \$76,985 | $(\$ 26,885)$ | \$72,067 | $(\$ 21,967)$ | 3\% | 97\% | 0\% | 0\% | 0\% | 0\% |
| Globaltek | \$45,000 | \$50,000 | \$45,543 | \$76,930 | $(\$ 31,387)$ | \$72,010 | $(\$ 26,467)$ | 89\% | 11\% | 0\% | 0\% | 0\% | 0\% |
| Globalways | \$40,000 | \$52,000 | \$44,766 | \$70,868 | $(\$ 26,103)$ | \$68,251 | $(\$ 23,485)$ | 0\% | 98\% | 2\% | 0\% | 0\% | 0\% |
| Goldman, Sachs \& Co. | \$60,000 | \$136,600 | \$76,930 | \$72,954 | \$3,976 | \$69,346 | \$7,584 | 0\% | 0\% | 43\% | 30\% | 22\% | 5\% |
| Goldstone Technologies | \$47,000 | \$75,000 | \$53,593 | \$66,565 | $(\$ 12,972)$ | \$63,633 | $(\$ 10,040)$ | 0\% | 2\% | 96\% | 0\% | 2\% | 0\% |
| Good Technology | \$69,200 | \$109,000 | \$90,605 | \$83,670 | \$6,934 | \$81,813 | \$8,791 | 0\% | 0\% | 34\% | 42\% | 24\% | 0\% |
| Google | \$43,500 | \$153,982 | \$95,588 | \$86,390 | \$9,198 | \$84,450 | \$11,138 | 0\% | 1\% | 34\% | 43\% | 16\% | 5\% |
| Government Systems Technologies | \$38,300 | \$55,141 | \$51,165 | \$77,122 | $(\$ 25,958)$ | \$72,391 | $(\$ 21,226)$ | 2\% | 98\% | 0\% | 0\% | 0\% | 0\% |
| GSS America | \$46,000 | \$83,000 | \$52,877 | \$65,390 | $(\$ 12,513)$ | \$63,846 | (\$10,968) | 0\% | 5\% | 92\% | 3\% | 1\% | 0\% |
| Gurus I.T. Services | \$32,261 | \$59,000 | \$41,165 | \$71,090 | $(\$ 29,925)$ | \$67,380 | $(\$ 26,215)$ | 55\% | 36\% | 9\% | 0\% | 0\% | 0\% |
| -H- |  |  |  |  |  |  |  |  |  |  |  |  |  |
| H.R.D. | \$40,851 | \$40,851 | \$40,851 | \$65,900 | $(\$ 25,049)$ | \$63,000 | $(\$ 22,149)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | nued |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | $\begin{array}{r} \text { OES } \\ \text { Mean } \\ \hline \end{array}$ | Difference | OES <br> 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | nued |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| IBM | \$42,700 | \$215,000 | \$85,393 | \$74,973 | \$10,421 | \$72,713 | \$12,681 | 0\% | 4\% | 19\% | 42\% | 23\% | 11\% |
| IBM Global Services India | \$46,265 | \$60,101 | \$55,432 | \$67,573 | (\$12,142) | \$64,740 | $(\$ 9,308)$ | 0\% | 23\% | 64\% | 13\% | 0\% | 0\% |
| iBusiness Solution | \$45,000 | \$72,800 | \$52,230 | \$61,131 | $(\$ 8,901)$ | \$60,130 | $(\$ 7,899)$ | 0\% | 0\% | 90\% | 10\% | 0\% | 0\% |
| iConnect | \$35,672 | \$46,301 | \$41,889 | \$67,540 | (\$25,651) | \$63,923 | $(\$ 22,034)$ | 8\% | 83\% | 8\% | 0\% | 0\% | 0\% |
| Iconsoft | \$59,000 | \$99,840 | \$67,944 | \$82,638 | $(\$ 14,694)$ | \$80,876 | $(\$ 12,933)$ | 2\% | 38\% | 41\% | 16\% | 4\% | 0\% |
| I-Flex Solutions | \$56,730 | \$87,867 | \$60,401 | \$69,568 | $(\$ 9,167)$ | \$66,256 | $(\$ 5,855)$ | 0\% | 0\% | 89\% | 10\% | 0\% | 0\% |
| Iflowsoft | \$39,000 | \$55,618 | \$45,406 | \$76,155 | (\$30,749) | \$71,335 | $(\$ 25,929)$ | 80\% | 18\% | 1\% | 1\% | 0\% | 0\% |
| Ifotech | \$44,000 | \$65,130 | \$45,367 | \$68,075 | $(\$ 22,708)$ | \$64,854 | $(\$ 19,487)$ | 0\% | 94\% | 3\% | 3\% | 0\% | 0\% |
| Ifuturistics | \$30,000 | \$60,500 | \$39,884 | \$74,944 | (\$35,060) | \$72,985 | (\$33,101) | 90\% | 5\% | 5\% | 0\% | 0\% | 0\% |
| iGate Mastech | \$52,937 | \$149,760 | \$67,219 | \$66,314 | \$905 | \$63,314 | \$3,905 | 0\% | 0\% | 34\% | 61\% | 4\% | 1\% |
| iGTL Solutions (USA) | \$54,226 | \$63,000 | \$55,539 | \$69,516 | $(\$ 13,977)$ | \$67,485 | $(\$ 11,945)$ | 0\% | 34\% | 66\% | 0\% | 0\% | 0\% |
| IK Solutions | \$42,973 | \$58,448 | \$49,746 | \$72,209 | $(\$ 22,464)$ | \$70,773 | $(\$ 21,028)$ | 3\% | 93\% | 4\% | 0\% | 0\% | 0\% |
| Imetris | \$39,250 | \$43,451 | \$42,067 | \$68,347 | $(\$ 26,280)$ | \$67,142 | $(\$ 25,076)$ | 62\% | 38\% | 0\% | 0\% | 0\% | 0\% |
| Indotronix International | \$49,920 | \$104,000 | \$74,868 | \$69,203 | \$5,665 | \$66,173 | \$8,695 | 0\% | 5\% | 25\% | 47\% | 17\% | 6\% |
| Indsoft | \$38,000 | \$61,000 | \$47,273 | \$66,893 | $(\$ 19,620)$ | \$64,555 | $(\$ 17,282)$ | 0\% | 82\% | 16\% | 2\% | 0\% | 0\% |
| Inductis | \$70,000 | \$70,000 | \$70,000 | \$69,104 | \$896 | \$67,558 | \$2,442 | 0\% | 0\% | 60\% | 40\% | 0\% | 0\% |
| Indus Valley Consultants | \$40,000 | \$50,000 | \$40,135 | \$68,136 | $(\$ 28,001)$ | \$66,464 | $(\$ 26,329)$ | 97\% | 3\% | 0\% | 0\% | 0\% | 0\% |
| Indus Value Software | \$40,000 | \$40,000 | \$40,000 | \$67,041 | $(\$ 27,041)$ | \$62,385 | $(\$ 22,385)$ | 1\% | 99\% | 0\% | 0\% | 0\% | 0\% |
| Indusa Technical | \$30,000 | \$56,701 | \$43,026 | \$67,736 | (\$24,710) | \$65,711 | $(\$ 22,685)$ | 19\% | 77\% | 4\% | 0\% | 0\% | 0\% |
| Infinite Computer Solutions | \$41,600 | \$152,000 | \$70,378 | \$72,423 | $(\$ 2,045)$ | \$69,278 | \$1,100 | 6\% | 8\% | 38\% | 32\% | 11\% | 5\% |
| Infinite Computing Systems | \$34,299 | \$63,300 | \$44,964 | \$59,946 | $(\$ 14,982)$ | \$58,046 | (\$13,082) | 19\% | 21\% | 47\% | 13\% | 0\% | 0\% |
| Infinity Software Development | \$50,000 | \$66,996 | \$56,848 | \$63,325 | $(\$ 6,477)$ | \$59,543 | $(\$ 2,695)$ | 0\% | 0\% | 55\% | 45\% | 0\% | 0\% |
| Infinity Tech Group | \$45,000 | \$58,600 | \$48,157 | \$76,771 | $(\$ 28,615)$ | \$72,792 | $(\$ 24,635)$ | 13\% | 87\% | 0\% | 0\% | 0\% | 0\% |
| Infobahn Softworld | \$42,000 | \$108,000 | \$52,538 | \$68,463 | $(\$ 15,926)$ | \$66,096 | $(\$ 13,558)$ | 29\% | 16\% | 41\% | 11\% | 0\% | 3\% |
| Infodat International | \$40,000 | \$49,400 | \$40,591 | \$68,659 | $(\$ 28,068)$ | \$66,612 | $(\$ 26,021)$ | 90\% | 9\% | 1\% | 0\% | 0\% | 0\% |
| InfoExperts | \$44,000 | \$75,000 | \$47,232 | \$69,236 | $(\$ 22,004)$ | \$64,076 | $(\$ 16,843)$ | 0\% | 71\% | 27\% | 2\% | 0\% | 0\% |
| Infomatics Technology | \$46,000 | \$60,000 | \$50,312 | \$63,460 | $(\$ 13,147)$ | \$62,332 | $(\$ 12,019)$ | 0\% | 36\% | 64\% | 0\% | 0\% | 0\% |
| Infomerica | \$31,366 | \$54,184 | \$47,082 | \$68,012 | $(\$ 20,930)$ | \$64,639 | $(\$ 17,557)$ | 5\% | 81\% | 14\% | 0\% | 0\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Continued |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \text { OES } \\ \text { Mean } \end{gathered}$ | Difference | OES <br> 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\% |
| Insolexen | \$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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \hline \text { OES } \\ \text { Mean } \\ \hline \end{gathered}$ | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Integrated Management Systems | \$43,500 | \$75,000 | \$51,923 | \$66,429 | (\$14,506) | \$64,259 | $(\$ 12,336)$ | 0\% | 63\% | 19\% | 15\% | 4\% | 0\% |
| Integrated Software Solutions | \$40,000 | \$70,000 | \$47,688 | \$75,807 | (\$28,119) | \$71,313 | (\$23,625) | 51\% | 41\% | 9\% | 0\% | 0\% | 0\% |
| Intel Corporation | \$53,100 | \$144,482 | \$79,027 | \$79,982 | (\$955) | \$77,900 | \$1,128 | 0\% | 6\% | 43\% | 41\% | 8\% | 1\% |
| Inteliant Technologies | \$44,000 | \$104,000 | \$59,165 | \$73,158 | $(\$ 13,993)$ | \$70,950 | $(\$ 11,785)$ | 2\% | 31\% | 60\% | 5\% | 2\% | 0\% |
| Intelli Infotek | \$36,100 | \$70,000 | \$47,128 | \$69,245 | $(\$ 22,117)$ | \$62,370 | $(\$ 15,242)$ | 2\% | 45\% | 50\% | 2\% | 0\% | 0\% |
| Intelligroup | \$60,000 | \$75,000 | \$60,831 | \$78,139 | $(\$ 17,308)$ | \$73,692 | $(\$ 12,861)$ | 0\% | 1\% | 97\% | 1\% | 0\% | 0\% |
| Intelliswift Software | \$52,000 | \$62,400 | \$58,673 | \$74,634 | (\$15,961) | \$71,580 | $(\$ 12,908)$ | 0\% | 3\% | 96\% | 1\% | 0\% | 0\% |
| Intellisys Technology | \$46,051 | \$63,100 | \$49,107 | \$65,536 | $(\$ 16,429)$ | \$63,988 | $(\$ 14,881)$ | 0\% | 83\% | 17\% | 0\% | 0\% | 0\% |
| InterBase Corporation | \$42,099 | \$93,600 | \$50,460 | \$71,599 | $(\$ 21,139)$ | \$68,395 | $(\$ 17,935)$ | 4\% | 79\% | 7\% | 4\% | 7\% | 0\% |
| International Business Software Solutions | \$28,080 | \$55,765 | \$48,496 | \$74,043 | (\$25,547) | \$69,781 | $(\$ 21,285)$ | 5\% | 93\% | 1\% | 0\% | 0\% | 0\% |
| International Business Solutions | \$36,100 | \$72,000 | \$52,527 | \$65,714 | (\$13,187) | \$62,131 | $(\$ 9,604)$ | 2\% | 7\% | 89\% | 1\% | 1\% | 0\% |
| International Information Technology Team | \$49,000 | \$72,000 | \$59,111 | \$73,994 | $(\$ 14,883)$ | \$69,709 | (\$10,597) | 0\% | 15\% | 78\% | 4\% | 4\% | 0\% |
| International Network Services | \$65,000 | \$100,000 | \$67,050 | \$64,259 | \$2,791 | \$61,394 | \$5,656 | 0\% | 0\% | 19\% | 74\% | 6\% | 0\% |
| International Software Systems | \$48,000 | \$80,000 | \$53,086 | \$67,100 | (\$14,013) | \$65,871 | (\$12,785) | 0\% | 72\% | 17\% | 10\% | 0\% | 0\% |
| International Solutions Group | \$42,000 | \$68,973 | \$47,830 | \$69,544 | (\$21,714) | \$67,192 | (\$19,362) | 7\% | 74\% | 19\% | 0\% | 0\% | 0\% |
| International Systems Technologies | \$36,000 | \$75,000 | \$50,141 | \$69,673 | $(\$ 19,532)$ | \$66,499 | $(\$ 16,358)$ | 14\% | 40\% | 36\% | 10\% | 0\% | 0\% |
| International Technology Solutions | \$44,075 | \$51,147 | \$50,270 | \$75,062 | (\$24,792) | \$70,325 | $(\$ 20,054)$ | 0\% | 91\% | 9\% | 0\% | 0\% | 0\% |
| Interpro | \$31,491 | \$55,307 | \$47,737 | \$69,511 | (\$21,774) | \$67,673 | $(\$ 19,937)$ | 8\% | 82\% | 11\% | 0\% | 0\% | 0\% |
| Intuit | \$48,500 | \$125,000 | \$75,640 | \$77,969 | $(\$ 2,329)$ | \$75,956 | (\$316) | 0\% | 9\% | 54\% | 15\% | 20\% | 2\% |
| Invensys Systems | \$31,500 | \$91,874 | \$68,436 | \$88,707 | $(\$ 20,271)$ | \$87,143 | $(\$ 18,707)$ | 11\% | 44\% | 33\% | 11\% | 0\% | 0\% |
| In-Venture Soft | \$42,000 | \$54,000 | \$42,156 | \$65,540 | $(\$ 23,384)$ | \$61,752 | $(\$ 19,596)$ | 8\% | 78\% | 14\% | 0\% | 0\% | 0\% |
| IONE Systems | \$29,900 | \$52,603 | \$45,618 | \$73,345 | (\$27,727) | \$68,285 | $(\$ 22,667)$ | 32\% | 68\% | 0\% | 0\% | 0\% | 0\% |
| IonIdea | \$41,600 | \$70,000 | \$57,267 | \$78,855 | $(\$ 21,588)$ | \$77,593 | $(\$ 20,326)$ | 0\% | 67\% | 33\% | 0\% | 0\% | 0\% |
| Iris Software | \$45,000 | \$125,000 | \$76,160 | \$71,793 | \$4,367 | \$67,976 | \$8,184 | 0\% | 15\% | 30\% | 30\% | 12\% | 12\% |
| Ishi Systems | \$53,165 | \$93,912 | \$61,278 | \$77,949 | $(\$ 16,670)$ | \$73,440 | (\$12,162) | 17\% | 5\% | 64\% | 12\% | 2\% | 0\% |
| ISR Info Way | \$31,491 | \$71,011 | \$45,622 | \$66,191 | (\$20,569) | \$64,221 | (\$18,600) | 13\% | 77\% | 9\% | 1\% | 0\% | 0\% |
| IT Ascent | \$61,048 | \$126,000 | \$73,958 | \$73,681 | \$277 | \$71,032 | \$2,926 | 0\% | 0\% | 54\% | 39\% | 7\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Continued |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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\% |
| Itcell | \$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\% |
| $-\mathrm{J}-$ |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | inued |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \hline \text { OES } \\ \text { Mean } \\ \hline \end{gathered}$ | Difference | OES <br> 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | nued |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | $\begin{array}{r} \text { OES } \\ \text { Mean } \\ \hline \end{array}$ | Difference | OES <br> 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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{aligned} & \text { OES } \\ & \text { Mean } \end{aligned}$ | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Megasoft Consultants | \$50,000 | \$80,000 | \$60,038 | \$73,191 | (\$13,153) | \$71,726 | $(\$ 11,688)$ | 0\% | 40\% | 47\% | 14\% | 0\% | 0\% |
| Megasystems | \$40,000 | \$65,000 | \$41,212 | \$74,446 | $(\$ 33,234)$ | \$73,514 | $(\$ 32,302)$ | 76\% | 21\% | 3\% | 0\% | 0\% | 0\% |
| Mercury Interactive | \$60,000 | \$146,003 | \$77,410 | \$80,338 | $(\$ 2,928)$ | \$78,274 | (\$864) | 0\% | 27\% | 29\% | 27\% | 12\% | 5\% |
| Meridian Technologies | \$42,000 | \$42,000 | \$42,000 | \$65,575 | $(\$ 23,575)$ | \$62,381 | (\$20,381) | 12\% | 83\% | 5\% | 0\% | 0\% | 0\% |
| Merrill Lynch | \$55,000 | \$134,000 | \$75,996 | \$71,968 | \$4,028 | \$68,729 | \$7,267 | 0\% | 39\% | 13\% | 16\% | 16\% | 16\% |
| Metafour Systems | \$40,000 | \$45,000 | \$42,361 | \$65,353 | (\$22,992) | \$62,814 | $(\$ 20,453)$ | 11\% | 78\% | 11\% | 0\% | 0\% | 0\% |
| MetLife | \$42,000 | \$117,300 | \$68,685 | \$73,144 | $(\$ 4,459)$ | \$69,947 | $(\$ 1,261)$ | 2\% | 5\% | 64\% | 27\% | 2\% | 2\% |
| Microsoft | \$52,020 | \$155,000 | \$81,717 | \$81,245 | \$472 | \$78,613 | \$3,104 | 0\% | 2\% | 51\% | 33\% | 10\% | 4\% |
| Microsolve Consulting | \$36,658 | \$62,795 | \$41,941 | \$73,505 | $(\$ 31,565)$ | \$72,114 | $(\$ 30,173)$ | 64\% | 26\% | 11\% | 0\% | 0\% | 0\% |
| MicroStrategy | \$51,500 | \$95,000 | \$69,618 | \$78,264 | $(\$ 8,646)$ | \$77,328 | (\$7,710) | 0\% | 10\% | 71\% | 16\% | 3\% | 0\% |
| Microtech Infosys | \$47,200 | \$52,000 | \$50,153 | \$76,503 | $(\$ 26,350)$ | \$71,693 | (\$21,540) | 0\% | 97\% | 3\% | 0\% | 0\% | 0\% |
| MII Systems | \$36,067 | \$65,000 | \$49,754 | \$76,779 | $(\$ 27,025)$ | \$71,899 | (\$22,145) | 4\% | 94\% | 2\% | 0\% | 0\% | 0\% |
| Milestone Consulting Group | \$39,000 | \$57,000 | \$46,250 | \$75,600 | $(\$ 29,350)$ | \$71,050 | $(\$ 24,800)$ | 58\% | 38\% | 4\% | 0\% | 0\% | 0\% |
| Millennium Information Technologies | \$55,000 | \$68,000 | \$55,406 | \$76,679 | $(\$ 21,273)$ | \$72,180 | $(\$ 16,773)$ | 0\% | 78\% | 22\% | 0\% | 0\% | 0\% |
| Millennium Software | \$38,126 | \$79,128 | \$54,316 | \$66,116 | $(\$ 11,800)$ | \$64,670 | (\$10,354) | 5\% | 36\% | 41\% | 18\% | 0\% | 0\% |
| MindTree Consulting | \$41,434 | \$85,800 | \$55,864 | \$77,109 | (\$21,245) | \$73,375 | (\$17,511) | 0\% | 57\% | 40\% | 3\% | 0\% | 0\% |
| Minecode | \$34,466 | \$90,000 | \$52,932 | \$80,561 | $(\$ 27,630)$ | \$78,073 | $(\$ 25,142)$ | 64\% | 22\% | 13\% | 0\% | 1\% | 0\% |
| Miracle Software Systems | \$41,330 | \$58,906 | \$48,724 | \$68,163 | $(\$ 19,439)$ | \$66,650 | $(\$ 17,926)$ | 19\% | 58\% | 23\% | 0\% | 0\% | 0\% |
| Mirage Software | \$35,000 | \$75,000 | \$37,689 | \$64,071 | $(\$ 26,382)$ | \$62,392 | $(\$ 24,703)$ | 0\% | 93\% | 2\% | 4\% | 0\% | 0\% |
| Modis | \$29,661 | \$208,000 | \$81,455 | \$68,549 | \$12,906 | \$66,216 | \$15,239 | 0\% | 7\% | 14\% | 42\% | 19\% | 19\% |
| Morgan Stanley | \$47,500 | \$140,000 | \$87,775 | \$70,101 | \$17,674 | \$66,674 | \$21,101 | 0\% | 2\% | 7\% | 45\% | 26\% | 21\% |
| Mosaic Solutions | \$40,000 | \$75,000 | \$47,143 | \$73,518 | (\$26,375) | \$70,125 | (\$22,982) | 48\% | 24\% | 24\% | 5\% | 0\% | 0\% |
| Motorola | \$29,120 | \$144,753 | \$53,401 | \$74,927 | $(\$ 21,527)$ | \$72,984 | $(\$ 19,584)$ | 34\% | 28\% | 32\% | 4\% | 1\% | 0\% |
| MPhasis Corporation | \$27,862 | \$74,229 | \$48,122 | \$73,822 | $(\$ 25,700)$ | \$71,456 | $(\$ 23,334)$ | 25\% | 69\% | 6\% | 1\% | 0\% | 0\% |
| MSN Solutions | \$39,520 | \$52,645 | \$45,920 | \$74,901 | $(\$ 28,981)$ | \$71,958 | $(\$ 26,038)$ | 19\% | 81\% | 0\% | 0\% | 0\% | 0\% |
| MSU Software Consultants | \$40,000 | \$80,000 | \$47,803 | \$58,160 | $(\$ 10,357)$ | \$55,849 | $(\$ 8,046)$ | 0\% | 28\% | 49\% | 23\% | 0\% | 0\% |
| Multivision | \$31,000 | \$70,000 | \$48,450 | \$65,728 | $(\$ 17,278)$ | \$63,658 | $(\$ 15,209)$ | 4\% | 60\% | 36\% | 0\% | 0\% | 0\% |
| Mutex Systems | \$40,000 | \$84,240 | \$52,796 | \$71,442 | $(\$ 18,646)$ | \$67,667 | $(\$ 14,871)$ | 10\% | 47\% | 37\% | 6\% | 0\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Continued |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES | Difference | OES <br> 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\% |
| $-\mathrm{N}-$ |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Nortel Networks | \$50,100 | \$101,760 | \$66,229 | \$80,372 | (\$14,143) | \$77,851 | (\$11,622) | 9\% | 42\% | 19\% | 29\% | 1\% | 0\% |
| Nous Infosystems | \$48,000 | \$55,000 | \$51,481 | \$76,930 | $(\$ 25,449)$ | \$72,010 | $(\$ 20,529)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| NRIT Software Solutions | \$45,000 | \$52,000 | \$46,769 | \$76,930 | (\$30,161) | \$72,010 | $(\$ 25,241)$ | 65\% | 35\% | 0\% | 0\% | 0\% | 0\% |
| Ntrust Infotech | \$42,000 | \$81,000 | \$45,250 | \$75,040 | (\$29,790) | \$71,979 | $(\$ 26,729)$ | 28\% | 68\% | 5\% | 0\% | 0\% | 0\% |
| Nu Info Systems | \$41,600 | \$62,400 | \$49,719 | \$63,350 | (\$13,631) | \$61,145 | $(\$ 11,426)$ | 0\% | 47\% | 50\% | 3\% | 0\% | 0\% |
| Numbers Only | \$36,800 | \$74,000 | \$49,800 | \$73,141 | $(\$ 23,341)$ | \$69,351 | (\$19,551) | 12\% | 67\% | 21\% | 0\% | 0\% | 0\% |
| Nutech Systems | \$29,744 | \$91,929 | \$55,445 | \$71,776 | (\$16,331) | \$67,507 | $(\$ 12,062)$ | 2\% | 21\% | 75\% | 2\% | 0\% | 0\% |
| NVIDIA Corporation | \$69,500 | \$168,000 | \$81,345 | \$86,545 | $(\$ 5,199)$ | \$84,930 | $(\$ 3,585)$ | 0\% | 0\% | 73\% | 18\% | 5\% | 4\% |
| -O- |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Object Technology Solutions | \$39,500 | \$56,000 | \$46,432 | \$61,974 | (\$15,542) | \$60,280 | (\$13,848) | 0\% | 11\% | 89\% | 0\% | 0\% | 0\% |
| ObjectNet Technologies | \$50,000 | \$80,000 | \$59,797 | \$70,935 | $(\$ 11,138)$ | \$67,856 | $(\$ 8,060)$ | 0\% | 31\% | 52\% | 17\% | 0\% | 0\% |
| Objects Worldwide | \$36,000 | \$68,000 | \$44,671 | \$69,555 | (\$24,884) | \$67,111 | $(\$ 22,440)$ | 3\% | 82\% | 15\% | 0\% | 0\% | 0\% |
| Objectsoft | \$40,000 | \$56,000 | \$42,221 | \$65,684 | $(\$ 23,462)$ | \$62,301 | $(\$ 20,080)$ | 0\% | 99\% | 1\% | 0\% | 0\% | 0\% |
| ObjectWin Technology | \$38,600 | \$60,000 | \$49,525 | \$68,863 | (\$19,338) | \$65,084 | (\$15,558) | 0\% | 45\% | 52\% | 3\% | 0\% | 0\% |
| Olas Software d/b/a Innova Solutions | \$49,000 | \$75,000 | \$55,081 | \$75,881 | $(\$ 20,800)$ | \$73,218 | $(\$ 18,137)$ | 0\% | 81\% | 19\% | 0\% | 0\% | 0\% |
| Omegacube Technologies | \$37,898 | \$70,000 | \$46,264 | \$66,101 | $(\$ 19,837)$ | \$64,273 | $(\$ 18,009)$ | 0\% | 82\% | 15\% | 3\% | 0\% | 0\% |
| Omniscient Systems | \$39,083 | \$64,000 | \$47,920 | \$63,579 | (\$15,659) | \$62,120 | (\$14,201) | 0\% | 56\% | 30\% | 15\% | 0\% | 0\% |
| Omnisoft | \$36,000 | \$70,000 | \$46,438 | \$66,361 | $(\$ 19,923)$ | \$64,193 | $(\$ 17,755)$ | 22\% | 62\% | 15\% | 1\% | 0\% | 0\% |
| OPNET Technologies | \$40,000 | \$100,000 | \$71,300 | \$78,888 | $(\$ 7,588)$ | \$76,749 | $(\$ 5,449)$ | 5\% | 15\% | 53\% | 18\% | 8\% | 0\% |
| Optech Consulting | \$39,000 | \$39,000 | \$39,000 | \$69,918 | (\$30,918) | \$66,090 | $(\$ 27,090)$ | 32\% | 68\% | 0\% | 0\% | 0\% | 0\% |
| Optima Resources | \$49,000 | \$52,000 | \$51,221 | \$76,965 | $(\$ 25,744)$ | \$72,047 | $(\$ 20,825)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| Optima Technology Partners | \$50,000 | \$70,000 | \$53,194 | \$76,935 | (\$23,740) | \$72,103 | $(\$ 18,909)$ | 0\% | 96\% | 4\% | 0\% | 0\% | 0\% |
| Optimos | \$40,000 | \$110,000 | \$69,613 | \$67,394 | \$2,219 | \$64,405 | \$5,209 | 0\% | 7\% | 20\% | 62\% | 12\% | 0\% |
| Oracle | \$45,157 | \$135,000 | \$72,581 | \$84,597 | $(\$ 12,016)$ | \$82,852 | (\$10,270) | 6\% | 17\% | 63\% | 13\% | 1\% | 0\% |
| Orbis | \$40,000 | \$70,000 | \$50,817 | \$72,958 | (\$22,141) | \$69,425 | $(\$ 18,608)$ | 2\% | 70\% | 27\% | 0\% | 0\% | 0\% |
| Orchid Solutions | \$35,000 | \$70,000 | \$46,988 | \$68,443 | (\$21,455) | \$63,676 | $(\$ 16,689)$ | 7\% | 20\% | 71\% | 2\% | 0\% | 0\% |
| Orion Systems Integrators | \$48,000 | \$85,000 | \$61,870 | \$76,940 | $(\$ 15,070)$ | \$72,457 | $(\$ 10,587)$ | 0\% | 45\% | 30\% | 25\% | 0\% | 0\% |
| OrionSoft | \$38,000 | \$53,000 | \$43,664 | \$65,332 | $(\$ 21,668)$ | \$62,546 | $(\$ 18,882)$ | 4\% | 80\% | 16\% | 0\% | 0\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Con | nued |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{array}{r} \text { OES } \\ \text { Mean } \\ \hline \end{array}$ | Difference | OES <br> 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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | inued |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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-Oralie | \$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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \text { OES } \\ \text { Mean } \end{gathered}$ | Difference | OES <br> 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 |  |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> 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 |  |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | $\begin{array}{r} \text { OES } \\ \text { Mean } \\ \hline \end{array}$ | Difference | OES <br> 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 <br> Mean | Difference | OES <br> 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | nued |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES Mean | Difference | OES <br> 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 |  |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | $\begin{gathered} \hline \text { OES } \\ \text { Mean } \end{gathered}$ | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| TetraSoft | \$54,530 | \$64,002 | \$56,824 | \$68,286 | (\$11,462) | \$65,949 | $(\$ 9,125)$ | 0\% | 57\% | 6\% | 37\% | 0\% | 0\% |
| Texas Instruments | \$63,648 | \$107,064 | \$85,191 | \$79,109 | \$6,082 | \$76,709 | \$8,481 | 0\% | 0\% | 33\% | 41\% | 22\% | 4\% |
| The Brandon Group | \$38,000 | \$75,000 | \$44,809 | \$74,148 | $(\$ 29,338)$ | \$69,976 | $(\$ 25,166)$ | 68\% | 20\% | 11\% | 1\% | 0\% | 0\% |
| The Crawford Group | \$34,000 | \$83,586 | \$70,929 | \$70,798 | \$131 | \$68,473 | \$2,456 | 3\% | 3\% | 25\% | 63\% | 8\% | 0\% |
| The DotCom.Team | \$50,000 | \$95,222 | \$61,817 | \$75,584 | (\$13,766) | \$75,013 | $(\$ 13,195)$ | 0\% | 4\% | 92\% | 2\% | 2\% | 0\% |
| The Laxmi Group | \$40,000 | \$114,400 | \$49,859 | \$79,028 | $(\$ 29,168)$ | \$76,652 | $(\$ 26,793)$ | 31\% | 66\% | 0\% | 1\% | 0\% | 1\% |
| The MathWorks | \$59,610 | \$95,000 | \$70,601 | \$67,664 | \$2,938 | \$64,596 | \$6,006 | 0\% | 7\% | 15\% | 69\% | 8\% | 0\% |
| Think Development Systems | \$37,000 | \$85,000 | \$48,452 | \$67,056 | $(\$ 18,603)$ | \$62,557 | $(\$ 14,105)$ | 5\% | 48\% | 36\% | 7\% | 5\% | 0\% |
| Thinking Minds | \$36,000 | \$50,000 | \$39,448 | \$78,041 | $(\$ 38,593)$ | \$75,861 | $(\$ 36,413)$ | 97\% | 3\% | 0\% | 0\% | 0\% | 0\% |
| ThoughtWorks | \$40,700 | \$97,510 | \$61,321 | \$71,101 | $(\$ 9,780)$ | \$68,931 | $(\$ 7,610)$ | 7\% | 27\% | 41\% | 22\% | 1\% | 3\% |
| Tibco Software | \$60,000 | \$113,984 | \$83,035 | \$79,136 | \$3,899 | \$77,036 | \$5,999 | 0\% | 5\% | 43\% | 24\% | 20\% | 8\% |
| T-Mobile USA | \$31,419 | \$82,400 | \$60,831 | \$70,172 | $(\$ 9,341)$ | \$67,953 | $(\$ 7,122)$ | 10\% | 24\% | 31\% | 31\% | 3\% | 0\% |
| Total Care Company | \$40,000 | \$65,000 | \$47,158 | \$71,246 | $(\$ 24,089)$ | \$66,339 | $(\$ 19,181)$ | 24\% | 44\% | 32\% | 0\% | 0\% | 0\% |
| Transative Associates | \$50,000 | \$63,000 | \$50,419 | \$75,293 | (\$24,873) | \$72,263 | (\$21,844) | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| Transworld Information Systems | \$36,067 | \$125,000 | \$55,016 | \$74,657 | $(\$ 19,640)$ | \$70,674 | $(\$ 15,658)$ | 31\% | 22\% | 25\% | 18\% | 2\% | 2\% |
| Trigyn Technologies | \$45,000 | \$106,080 | \$64,022 | \$74,673 | $(\$ 10,651)$ | \$70,664 | (\$6,642) | 7\% | 13\% | 67\% | 3\% | 7\% | 3\% |
| Trimble Navigation | \$59,883 | \$70,000 | \$62,969 | \$80,368 | $(\$ 17,398)$ | \$78,548 | $(\$ 15,579)$ | 0\% | 68\% | 24\% | 8\% | 0\% | 0\% |
| Trinity Consulting | \$44,000 | \$67,496 | \$47,942 | \$66,975 | $(\$ 19,034)$ | \$65,615 | (\$17,673) | 40\% | 37\% | 21\% | 2\% | 0\% | 0\% |
| Trinity Technologies | \$36,000 | \$60,674 | \$43,562 | \$62,862 | $(\$ 19,300)$ | \$60,700 | (\$17,137) | 0\% | 91\% | 9\% | 0\% | 0\% | 0\% |
| Trinuc | \$55,000 | \$57,782 | \$55,066 | \$74,865 | $(\$ 19,799)$ | \$73,326 | $(\$ 18,260)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| Trinus Corporation | \$45,011 | \$73,000 | \$56,560 | \$82,746 | $(\$ 26,186)$ | \$80,817 | $(\$ 24,257)$ | 28\% | 51\% | 21\% | 0\% | 0\% | 0\% |
| Triton Information Technologies | \$40,000 | \$84,000 | \$54,023 | \$73,915 | $(\$ 19,892)$ | \$69,856 | $(\$ 15,833)$ | 23\% | 44\% | 20\% | 13\% | 0\% | 0\% |
| Trustek | \$50,000 | \$65,000 | \$52,549 | \$77,419 | $(\$ 24,870)$ | \$72,658 | $(\$ 20,109)$ | 0\% | 98\% | 2\% | 0\% | 0\% | 0\% |
| Tulip Soft | \$40,000 | \$56,202 | \$43,911 | \$68,500 | $(\$ 24,589)$ | \$64,956 | $(\$ 21,045)$ | 1\% | 97\% | 2\% | 0\% | 0\% | 0\% |
| Turing Consulting | \$44,600 | \$62,000 | \$57,721 | \$76,733 | (\$19,012) | \$71,911 | (\$14,191) | 12\% | 18\% | 71\% | 0\% | 0\% | 0\% |
| TVS International | \$45,000 | \$55,000 | \$46,744 | \$69,646 | (\$22,902) | \$66,753 | (\$20,009) | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| -U- |  |  |  |  |  |  |  |  |  |  |  |  |  |
| U. S. Software Corporation | \$48,000 | \$50,000 | \$48,357 | \$67,891 | $(\$ 19,534)$ | \$66,123 | $(\$ 17,766)$ | 0\% | 75\% | 25\% | 0\% | 0\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Cont | nued |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | $\begin{array}{r} \text { OES } \\ \text { Mean } \\ \hline \end{array}$ | Difference | OES <br> 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Con | nued |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES <br> Mean | Difference | OES <br> Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Vensiti | \$37,000 | \$62,000 | \$50,145 | \$67,829 | $(\$ 17,684)$ | \$65,822 | (\$15,677) | 3\% | 73\% | 21\% | 3\% | 0\% | 0\% |
| Vensoft | \$26,936 | \$85,000 | \$51,420 | \$65,154 | $(\$ 13,734)$ | \$63,793 | (\$12,373) | 5\% | 24\% | 65\% | 5\% | 0\% | 0\% |
| Ventech Solutions | \$45,000 | \$60,000 | \$46,147 | \$61,045 | $(\$ 14,898)$ | \$58,422 | $(\$ 12,275)$ | 6\% | 85\% | 6\% | 3\% | 0\% | 0\% |
| Venture SoftNet | \$45,000 | \$81,200 | \$56,477 | \$77,495 | (\$21,018) | \$75,613 | (\$19,136) | 2\% | 70\% | 28\% | 0\% | 0\% | 0\% |
| Venturi Technology Partners | \$57,043 | \$82,736 | \$71,600 | \$69,389 | \$2,211 | \$66,294 | \$5,306 | 0\% | 0\% | 12\% | 88\% | 0\% | 0\% |
| VenturiSoft | \$32,000 | \$52,000 | \$43,101 | \$54,689 | (\$11,588) | \$53,274 | (\$10,172) | 1\% | 15\% | 83\% | 0\% | 0\% | 0\% |
| Venus Information Technology | \$40,000 | \$55,000 | \$42,103 | \$62,255 | $(\$ 20,153)$ | \$60,765 | $(\$ 18,662)$ | 1\% | 99\% | 0\% | 0\% | 0\% | 0\% |
| Verinon Technology Solutions | \$42,500 | \$70,000 | \$47,320 | \$65,712 | $(\$ 18,391)$ | \$64,099 | (\$16,778) | 3\% | 79\% | 15\% | 3\% | 0\% | 0\% |
| VeriSign | \$54,250 | \$110,000 | \$79,474 | \$76,455 | \$3,020 | \$74,607 | \$4,867 | 0\% | 13\% | 23\% | 39\% | 26\% | 0\% |
| Veritas Software | \$55,000 | \$135,000 | \$95,655 | \$86,745 | \$8,910 | \$84,826 | \$10,829 | 0\% | 10\% | 20\% | 39\% | 22\% | 10\% |
| Verizon | \$49,800 | \$112,800 | \$79,744 | \$75,655 | \$4,089 | \$72,995 | \$6,749 | 0\% | 2\% | 31\% | 47\% | 15\% | 5\% |
| Verusant Technologies | \$41,000 | \$66,000 | \$43,718 | \$65,905 | $(\$ 22,188)$ | \$65,329 | (\$21,612) | 68\% | 24\% | 9\% | 0\% | 0\% | 0\% |
| Viraj | \$38,513 | \$51,200 | \$43,384 | \$62,158 | $(\$ 18,775)$ | \$60,506 | $(\$ 17,123)$ | 3\% | 67\% | 30\% | 0\% | 0\% | 0\% |
| Virgo | \$52,000 | \$52,000 | \$52,000 | \$63,824 | (\$11,824) | \$61,769 | $(\$ 9,769)$ | 0\% | 29\% | 71\% | 0\% | 0\% | 0\% |
| Virsa Systems | \$51,272 | \$120,000 | \$70,105 | \$82,230 | $(\$ 12,125)$ | \$79,991 | $(\$ 9,886)$ | 0\% | 45\% | 33\% | 14\% | 6\% | 2\% |
| Virtual Matrix | \$45,000 | \$48,214 | \$46,510 | \$70,041 | (\$23,531) | \$66,235 | $(\$ 19,725)$ | 7\% | 90\% | 3\% | 0\% | 0\% | 0\% |
| Virtue Group | \$29,661 | \$60,000 | \$43,661 | \$67,720 | $(\$ 24,059)$ | \$61,994 | $(\$ 18,333)$ | 15\% | 72\% | 8\% | 4\% | 0\% | 0\% |
| VirtUSA | \$58,700 | \$89,000 | \$70,713 | \$70,381 | \$332 | \$67,851 | \$2,863 | 0\% | 0\% | 42\% | 26\% | 32\% | 0\% |
| Vision Systems Group | \$35,000 | \$56,000 | \$43,609 | \$64,681 | $(\$ 21,072)$ | \$62,426 | $(\$ 18,816)$ | 7\% | 70\% | 23\% | 0\% | 0\% | 0\% |
| Vision Tech Solutions | \$35,672 | \$55,000 | \$45,190 | \$65,172 | $(\$ 19,983)$ | \$63,362 | $(\$ 18,172)$ | 3\% | 86\% | 11\% | 0\% | 0\% | 0\% |
| Visionsoft International | \$42,000 | \$66,000 | \$47,250 | \$68,575 | $(\$ 21,325)$ | \$61,919 | $(\$ 14,669)$ | 0\% | 3\% | 86\% | 11\% | 0\% | 0\% |
| Visual Media FX | \$52,000 | \$52,000 | \$52,000 | \$73,350 | (\$21,350) | \$70,740 | $(\$ 18,740)$ | 0\% | 100\% | 0\% | 0\% | 0\% | 0\% |
| VisualSoft Technologies | \$49,780 | \$76,000 | \$60,039 | \$67,239 | $(\$ 7,200)$ | \$65,386 | $(\$ 5,347)$ | 8\% | 16\% | 43\% | 27\% | 5\% | 0\% |
| VIVA USA | \$50,000 | \$50,000 | \$50,000 | \$68,763 | $(\$ 18,763)$ | \$66,941 | (\$16,941) | 0\% | 50\% | 50\% | 0\% | 0\% | 0\% |
| vMoksha Technologies | \$60,000 | \$62,700 | \$60,946 | \$79,330 | $(\$ 18,384)$ | \$77,120 | $(\$ 16,174)$ | 0\% | 33\% | 67\% | 0\% | 0\% | 0\% |
| Volt Technical Resources | \$26,832 | \$182,000 | \$55,283 | \$77,172 | (\$21,889) | \$74,790 | (\$19,507) | 48\% | 10\% | 28\% | 13\% | 0\% | 0\% |
| V-Soft Consulting Group | \$21,000 | \$57,000 | \$41,913 | \$63,285 | $(\$ 21,372)$ | \$60,825 | $(\$ 18,912)$ | 13\% | 80\% | 7\% | 0\% | 0\% | 0\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Continued |  |


| Employer | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Min | Max | Mean | $\begin{aligned} & \text { OES } \\ & \text { Mean } \end{aligned}$ | Difference | OES <br> 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\% |
| Wyvil 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\% |
|  |  |  |  |  |  |  |  |  |  |  |  | Conti | nued |


|  | H-1B Wages |  |  | H-1B Wages Compared to Expected OES Wages |  |  |  | Distribution of H-1B Wages |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer | Min | Max | Mean | OES | Difference | OES <br> 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 <br> 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 |
|  |  |

