Center for Immigration Studies

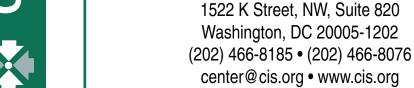
Backgrounder

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



OES MEAN

H-1B WAGES

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

These three columns give the ranges

and and mean (average) salary for the

employer's H-1B workers.

How to Read the Appendices

OES MEDIAN AND 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.

DIFFERENCE

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

DISTRIBUTION OF H-1B WAGES

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

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

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

H-1B Wages H-1B Wages Compared to Expected ØES Wages Distribution of H-1B Wages OES Mean Difference OES Median Difference 0-9 10-24 25-49 50-74 75-89 90-99 Min Mean Employer Max \$75,000 \$167,600 \$101,782 \$83,976 \$17,807 \$82,275 \$19,507 0% 0% 17% 37% 30% 15% Apple \$155,000 \$52,020 \$81,717 \$81,245 \$472 \$78,613 \$3,104 0% 2% 51% 33% 10% 4% Microsoft \$135,000 \$45,157 \$72,581 \$84,597 (\$12,016) \$82,852 (\$10,270)13% 1% 0% Oracle

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

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

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

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

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

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

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

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

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

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

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

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

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

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

		H-1B Wages H-1B Wages Compared to Expected OES Wages						Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
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	1 -								
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%
											Cont	inued	

	H-1B Wages H-1B Wages Compared to Expected OES W					DES Wages		Distr	ibution o	f H-1B W	Vages		
Employer	Min	Max	Mean	OES Mean	Difference	OES 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%

		H-1B Wages		H-1B Wages Compared to Expected OES Wages					Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99	
Amazon	\$53,000	\$120,000	\$79,361	\$82,076	(\$2,715)	\$79,478	(\$117)	2%	2%	67%	21%	8%	0%	
Amdocs	\$39,541	\$126,800	\$75,625	\$71,221	\$4,405	\$68,780	\$6,845	2%	3%	26%	49%	11%	8%	
America Online	\$62,300	\$90,000	\$71,919	\$73,436	(\$1,517)	\$71,457	\$462	0%	0%	42%	58%	0%	0%	
American Computer Technologies	\$61,672	\$81,515	\$74,901	\$62,020	\$12,881	\$60,530	\$14,371	0%	0%	0%	33%	67%	0%	
American Cybersystems	\$44,034	\$74,000	\$55,358	\$64,397	(\$9,039)	\$62,768	(\$7,410)	0%	32%	59%	8%	0%	0%	
American Information Technology	\$33,779	\$69,992	\$46,641	\$63,335	(\$16,694)	\$60,405	(\$13,764)	4%	37%	57%	1%	0%	0%	
American Solutions	\$39,229	\$85,654	\$52,041	\$75,195	(\$23,154)	\$73,865	(\$21,824)	1%	95%	4%	1%	0%	0%	
American Unit	\$40,000	\$68,000	\$48,093	\$70,061	(\$21,968)	\$67,927	(\$19,834)	2%	87%	11%	0%	1%	0%	
Amerisoft Corporation	\$41,000	\$114,400	\$49,439	\$65,863	(\$16,424)	\$64,139	(\$14,701)	0%	77%	20%	0%	3%	0%	
Amicus Systems	\$45,000	\$60,000	\$51,107	\$68,449	(\$17,342)	\$64,986	(\$13,879)	0%	3%	97%	0%	0%	0%	
Amitech Solutions	\$41,000	\$60,757	\$51,406	\$58,500	(\$7,094)	\$56,644	(\$5,237)	3%	3%	95%	0%	0%	0%	
Amol Consultants	\$40,000	\$61,000	\$47,073	\$69,630	(\$22,557)	\$66,181	(\$19,108)	0%	84%	16%	0%	0%	0%	
Amsol	\$35,000	\$58,000	\$47,970	\$71,383	(\$23,413)	\$70,532	(\$22,562)	2%	98%	0%	0%	0%	0%	
Amtex Systems	\$45,666	\$100,000	\$58,525	\$69,901	(\$11,376)	\$66,398	(\$7,873)	0%	13%	72%	14%	1%	0%	
Analog Devices	\$46,000	\$113,984	\$73,593	\$78,630	(\$5,037)	\$77,172	(\$3,579)	23%	0%	23%	44%	10%	0%	
Analysts International	\$29,910	\$130,000	\$57,264	\$64,810	(\$7,547)	\$62,819	(\$5,556)	8%	31%	31%	23%	4%	3%	
Anid Infosoft	\$45,000	\$65,000	\$55,707	\$70,479	(\$14,772)	\$66,812	(\$11,106)	0%	38%	59%	3%	0%	0%	
Anira Solutions	\$50,000	\$65,000	\$57,566	\$77,199	(\$19,633)	\$76,227	(\$18,661)	0%	77%	23%	0%	0%	0%	
Anjani Etech Solutions	\$36,619	\$72,439	\$49,771	\$70,137	(\$20,366)	\$67,898	(\$18,127)	5%	93%	2%	1%	0%	0%	
Answerthink	\$51,813	\$95,000	\$64,039	\$78,923	(\$14,884)	\$77,270	(\$13,231)	0%	44%	50%	0%	6%	0%	
Anthem Technologies	\$45,000	\$93,600	\$53,024	\$76,736	(\$23,712)	\$71,849	(\$18,825)	13%	78%	5%	3%	3%	0%	
Apex Technology Systems	\$45,000	\$75,000	\$52,184	\$76,666	(\$24,482)	\$71,853	(\$19,669)	10%	88%	2%	1%	0%	0%	
Apex-2000	\$45,000	\$65,000	\$50,667	\$66,515	(\$15,849)	\$63,487	(\$12,820)	0%	23%	73%	3%	0%	0%	
Apollo Consulting Services Corporation	\$46,259	\$93,600	\$68,918	\$69,471	(\$553)	\$66,784	\$2,134	0%	13%	35%	39%	13%	0%	
Apple	\$75,000	\$167,600	\$101,782	\$83,976	\$17,807	\$82,275	\$19,507	0%	0%	17%	37%	30%	15%	
AppsUpgrade	\$52,957	\$52,957	\$52,957	\$74,880	(\$21,923)	\$71,800	(\$18,843)	0%	100%	0%	0%	0%	0%	
AR Systems	\$39,000	\$65,000	\$47,749	\$76,448	(\$28,699)	\$71,749	(\$24,000)	78%	10%	10%	2%	0%	0%	
Aravali Technologies	\$42,100	\$60,000	\$50,902	\$74,707	(\$23,805)	\$72,049	(\$21,146)	12%	73%	15%	0%	0%	0%	
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	H-1B Wages H-1B Wages Compared to Expected OES Wages							Distr	ibution c	f H-1B W	H-1B Wages						
				OES		OES											
Employer	Min	Max	Mean	Mean	Difference	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%				
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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				\$17,549	\$69,553	\$20,867	3%	3%	3%	42%	32%	16%				
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	of H-1B W	ages .	
				OES		OES							
Employer	Min	Max	Mean	Mean	Difference	Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
BCC USA	\$48,000	\$80,640	\$53,547	\$74,231	(\$20,684)	\$72,445	(\$18,898)	1%	69%	25%	3%	1%	0%
BEA Systems	\$55,000	\$150,000	\$89,486	\$82,500	\$6,986	\$80,516	\$8,970	2%	3%	29%	44%	19%	3%
BearingPoint	\$43,000	\$120,000	\$80,885	\$72,865	\$8,021	\$70,846	\$10,039	1%	10%	17%	36%	27%	9%
Beechwood Computing	\$40,000	\$52,957	\$47,086	\$71,175	(\$24,089)	\$67,762	(\$20,676)	0%	100%	0%	0%	0%	0%
Beyond Numerics	\$50,000	\$54,103	\$50,778	\$74,243	(\$23,465)	\$69,749	(\$18,971)	0%	68%	32%	0%	0%	0%
Bhargav Computer Consultants	\$45,000	\$65,000	\$52,125	\$71,761	(\$19,636)	\$67,878	(\$15,753)	0%	73%	28%	0%	0%	0%
Bhrigus	\$45,000	\$81,000	\$58,454	\$77,583	(\$19,129)	\$73,730	(\$15,276)	4%	46%	42%	6%	2%	0%
Bijjam Information Technologies	\$48,000	\$80,000	\$55,000	\$65,300	(\$10,300)	\$63,770	(\$8,770)	0%	3%	86%	11%	0%	0%
Birlasoft	\$36,500	\$56,000	\$46,743	\$73,054	(\$26,311)	\$70,335	(\$23,592)	44%	56%	0%	0%	0%	0%
Blue Heron Consulting	\$49,587	\$87,142	\$66,918	\$75,570	(\$8,652)	\$72,490	(\$5,572)	0%	21%	48%	32%	0%	0%
Blue Star Infotech America	\$45,000	\$72,000	\$51,129	\$73,671	(\$22,542)	\$71,621	(\$20,492)	32%	32%	29%	6%	0%	0%
Bluesoft Solutions	\$36,067	\$51,147	\$45,648	\$77,156	(\$31,508)	\$72,247	(\$26,599)	62%	38%	0%	0%	0%	0%
Boden Services	\$34,000	\$112,210	\$51,641	\$72,371	(\$20,730)	\$68,265	(\$16,624)	6%	73%	12%	6%	2%	0%
BPO Systems	\$50,773	\$90,000	\$60,088	\$81,215	(\$21,127)	\$78,909	(\$18,821)	0%	74%	16%	10%	0%	0%
Bramha Infotech	\$50,000	\$56,480	\$50,123	\$74,286	(\$24,163)	\$69,969	(\$19,846)	0%	86%	14%	0%	0%	0%
Brilliant Software Solutions	\$50,000	\$78,000	\$58,265	\$74,588	(\$16,323)	\$72,642	(\$14,377)	0%	44%	49%	7%	0%	0%
Bristlecone	\$45,500	\$105,000	\$61,697	\$76,270	(\$14,573)	\$73,896	(\$12,199)	2%	39%	49%	9%	2%	0%
Brite Info	\$37,288	\$70,803	\$48,477	\$79,320	(\$30,842)	\$77,146	(\$28,669)	40%	60%	0%	0%	0%	0%
Broadcom Corporation	\$52,000	\$130,000	\$91,823	\$85,998	\$5,825	\$84,126	\$7,697	0%	4%	33%	33%	22%	7%
Broader Software	\$36,000	\$80,000	\$52,991	\$67,912	(\$14,920)	\$64,493	(\$11,502)	7%	17%	64%	10%	2%	0%
Brocade Communications Systems	\$78,000	\$132,700	\$107,597	\$82,282	\$25,315	\$80,188	\$27,409	0%	0%	2%	27%	54%	17%
Business Integra	\$44,000	\$65,000	\$50,984	\$66,851	(\$15,867)	\$64,372	(\$13,388)	0%	81%	16%	2%	0%	0%
Business Objects Americas	\$40,950	\$123,376	\$77,772	\$67,999	\$9,773	\$65,862	\$11,910	0%	0%	11%	67%	14%	8%
				_(C-								
Cadence Design Systems	\$51,813	\$133,162	\$87,917	\$87,810	\$107	\$85,201	\$2,716	0%	26%	22%	15%	30%	7%
Caliber Consulting	\$29,286	\$60,674	\$43,679	\$66,084	(\$22,405)	\$62,758	(\$19,079)	15%	69%	16%	0%	0%	0%
Calvinsoft Technologies	\$42,000	\$72,000	\$55,408	\$64,708	(\$9,300)	\$62,536	(\$7,127)	0%	26%	48%	22%	0%	4%
Cambridge Resource Group	\$32,000	\$75,000	\$44,309	\$70,813	(\$26,504)	\$68,491	(\$24,182)	30%	58%	11%	0%	0%	0%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (OES Wages		Distr	ibution o	of H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES 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%

		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	of H-1B W		
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	<i>7</i> 5-89	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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (OES Wages		Distr	ibution c	f H-1B W	Vages	
T 1	NC.	M	M	OES	Dicc.	OES	D.CC	0.0	10.24	25.40	50.74	75.00	00.00
Employer	Min	Max	Mean	Mean	Difference	Median \$63,429	Difference	0-9	10-24 34%	25-49 55%	50-74 10%	75-89 0%	90-99
Concept Software & Services	\$32,885 \$45,000	\$71,000 \$70,000	\$53,256	\$68,758 \$58,057	(\$15,502)	\$55,482	(\$10,173)	0%	7%	66%	27%	0%	0%
Congenesys Convergsys CMG	\$65,151	\$65,151	\$50,955 \$65,151	\$74,150	(\$7,102) (\$8,999)	\$71,760	(\$4,527) (\$6,609)	0%	0%	100%	0%	0%	0%
	\$36,629	\$120,000	\$55,749	\$65,999	(\$10,251)	\$64,532	(\$8,784)	11%	23%	30%	36%	0%	0%
Convergys Conversion Services International						 		0%	60%	36%	2%	2%	0%
	\$48,000	\$83,533	\$51,173	\$70,261	(\$19,087)	\$67,370	(\$16,197)	0%				0%	-
Coolsoft	\$42,000	\$61,000	\$45,998	\$55,206	(\$9,208)	\$54,178	(\$8,180)		2%	93%	5%		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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	of H-1B W	Vages	
				OES		OES							
Employer	Min	Max	Mean	Mean	Difference	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%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	f H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
DivIHN Integration	\$41,500	\$84,000	\$51,066	\$73,120	(\$22,055)	\$71,167	(\$20,102)	6%	72%	16%	6%	0%	0%
DLG Universal	\$45,000	\$55,000	\$48,640	\$69,853	(\$21,213)	\$66,424	(\$17,785)	0%	99%	1%	0%	0%	0%
Doon Technologies	\$36,100	\$50,000	\$38,092	\$76,938	(\$38,846)	\$72,268	(\$34,177)	90%	10%	0%	0%	0%	0%
Droisys	\$35,000	\$200,000	\$62,673	\$70,044	(\$7,371)	\$67,775	(\$5,102)	7%	39%	29%	14%	7%	4%
Dynamic Software Consultants	\$42,000	\$65,000	\$49,336	\$68,719	(\$19,383)	\$65,268	(\$15,932)	3%	70%	25%	1%	0%	0%
DynPro	\$31,574	\$85,238	\$50,062	\$69,372	(\$19,310)	\$66,680	(\$16,617)	13%	70%	9%	4%	4%	0%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	f H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Electronic Arts	\$46,000	\$101,000	\$68,376	\$78,728	(\$10,352)	\$76,338	(\$7,962)	0%	31%	44%	26%	0%	0%
Electronic Data Systems	\$36,500	\$116,200	\$72,169	\$69,440	\$2,728	\$67,659	\$4,509	5%	5%	31%	39%	14%	6%
Eli Lilly and Company	\$59,940	\$98,015	\$75,172	\$65,627	\$9,545	\$62,249	\$12,923	0%	0%	7%	52%	26%	15%
Elite Solutions	\$42,000	\$62,000	\$49,006	\$71,811	(\$22,805)	\$68,125	(\$19,119)	34%	49%	17%	0%	0%	0%
Emacs Technologies	\$45,000	\$50,000	\$46,429	\$60,139	(\$13,710)	\$60,481	(\$14,053)	4%	68%	21%	7%	0%	0%
EMC Corporation	\$31,023	\$142,000	\$68,639	\$84,561	(\$15,922)	\$83,026	(\$14,387)	18%	45%	16%	16%	4%	1%
Emergent Scientific	\$42,765	\$56,950	\$47,542	\$70,496	(\$22,954)	\$68,418	(\$20,876)	7%	90%	3%	0%	0%	0%
Emergtech Business Solutions	\$40,000	\$62,000	\$51,835	\$70,205	(\$18,370)	\$67,086	(\$15,251)	3%	58%	36%	3%	0%	0%
E-Methods	\$40,000	\$40,000	\$40,000	\$65,929	(\$25,929)	\$61,232	(\$21,232)	0%	100%	0%	0%	0%	0%
Empower IT d/b/a Infobahn Technologies	\$46,000	\$82,000	\$57,909	\$79,868	(\$21,959)	\$78,907	(\$20,998)	2%	78%	20%	0%	0%	0%
Empower Professionals	\$42,000	\$50,000	\$44,284	\$62,565	(\$18,281)	\$61,463	(\$17,179)	2%	96%	0%	2%	0%	0%
Enlight Corporation USA	\$45,011	\$46,051	\$45,016	\$73,337	(\$28,321)	\$70,719	(\$25,703)	100%	0%	0%	0%	0%	0%
eNRI Technologies	\$58,240	\$58,240	\$58,240	\$66,644	(\$8,404)	\$63,683	(\$5,443)	0%	0%	93%	7%	0%	0%
enrich IT	\$50,000	\$63,000	\$55,410	\$71,705	(\$16,296)	\$69,428	(\$14,019)	0%	58%	42%	0%	0%	0%
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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	f H-1B W	/ages	
Employer	Min	Max	Mean	OES Mean	Difference	OES 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%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution c	of H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Fidelity Investments	\$44,741	\$99,341	\$64,655	\$77,127	(\$12,472)	\$75,903	(\$11,248)	4%	35%	40%	19%	2%	0%
FinancialOxygen	\$40,000	\$60,000	\$46,000	\$73,554	(\$27,554)	\$70,881	(\$24,881)	70%	0%	30%	0%	0%	0%
First Object	\$46,500	\$59,280	\$50,082	\$68,912	(\$18,831)	\$63,768	(\$13,686)	0%	3%	97%	0%	0%	0%
First Tek Technologies	\$31,429	\$84,000	\$49,160	\$68,142	(\$18,982)	\$64,380	(\$15,220)	5%	62%	17%	16%	0%	0%
Firstobject	\$45,000	\$60,000	\$49,790	\$69,717	(\$19,926)	\$65,178	(\$15,388)	0%	39%	61%	0%	0%	0%
Flextronics Software Systems	\$60,000	\$71,800	\$63,622	\$83,850	(\$20,228)	\$81,877	(\$18,255)	0%	50%	50%	0%	0%	0%
Fortune 500 Systems	\$36,338	\$47,000	\$39,905	\$60,781	(\$20,876)	\$59,795	(\$19,889)	2%	95%	2%	0%	0%	0%
Fourth Technologies	\$36,000	\$56,000	\$47,142	\$72,511	(\$25,368)	\$68,613	(\$21,471)	13%	78%	9%	0%	0%	0%
Friendly Consultants	\$36,067	\$36,067	\$36,067	\$79,911	(\$43,844)	\$75,593	(\$39,526)	100%	0%	0%	0%	0%	0%
Fujitsu	\$29,370	\$122,596	\$82,284	\$79,214	\$3,069	\$77,014	\$5,270	3%	5%	26%	53%	11%	3%
Fulcrum Logic	\$50,887	\$80,000	\$58,387	\$76,930	(\$18,543)	\$72,010	(\$13,623)	0%	75%	18%	7%	0%	0%
Future Communications Software	\$54,700	\$72,700	\$69,121	\$86,435	(\$17,314)	\$85,145	(\$16,024)	0%	17%	83%	0%	0%	0%
Future Technology Foundation	\$33,405	\$67,808	\$50,164	\$71,340	(\$21,176)	\$67,826	(\$17,662)	20%	41%	38%	2%	0%	0%
FutureTech Consultants	\$36,525	\$50,000	\$43,988	\$69,093	(\$25,106)	\$63,907	(\$19,919)	3%	84%	13%	0%	0%	0%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (OES Wages		Distr	ibution o	f H-1B W	ages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	<i>7</i> 5-89	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%
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H.R.D.	\$40,851	\$40,851	\$40,851	\$65,900	(\$25,049)	\$63,000	(\$22,149)	0%	100%	0%	0%	0%	0%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distri	ibution o	f H-1B W	ages .	
				OES		OES							
Employer	Min	Max	Mean	Mean	Difference	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%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (OES Wages		Distr	ibution o	of H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	<i>7</i> 5-89	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%

		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	of H-1B W		
				OES		OES							
Employer	Min	Max	Mean	Mean	Difference	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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages	Distribution of H-1B Wages						
				OES		OES								
Employer	Min	Max	Mean	Mean	Difference	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%	
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages	Distribution of H-1B Wages					
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	<i>7</i> 5-89	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%
TTOTAL	ФС 2 ,000	Ψ, 2,000	ψου,σου		, , ,	ψ, <u>2,000</u>	(411,170)	0.0	0,70	0270		070	0,70
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%
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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%
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	H-1B Wages H-1B Wages Compared to Expected OES Wa					DES Wages		Distr	ibution o	of H-1B W	Vages		
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
KLM Software Services	\$40,000	\$100,000	\$65,957	\$65,469	\$489	\$63,940	\$2,017	0%	4%	43%	36%	15%	2%
KMD Global	\$48,000	\$50,000	\$48,063	\$66,837	(\$18,774)	\$64,657	(\$16,594)	0%	97%	3%	0%	0%	0%
Knack Systems	\$52,000	\$123,400	\$73,306	\$77,441	(\$4,135)	\$72,686	\$619	0%	6%	15%	76%	0%	3%
Knightsbridge Solutions	\$43,285	\$87,422	\$63,498	\$71,484	(\$7,986)	\$69,524	(\$6,026)	6%	11%	45%	38%	0%	0%
Koneru Software Services	\$45,000	\$50,000	\$45,161	\$69,920	(\$24,759)	\$62,480	(\$17,319)	0%	0%	100%	0%	0%	0%
KPIT Infosystems	\$40,500	\$82,000	\$54,665	\$76,004	(\$21,339)	\$71,773	(\$17,109)	38%	23%	25%	14%	0%	0%
KPK Technologies	\$45,000	\$53,000	\$47,200	\$66,101	(\$18,901)	\$62,920	(\$15,720)	0%	74%	26%	0%	0%	0%
KPMG	\$39,900	\$110,000	\$59,573	\$72,651	(\$13,078)	\$69,555	(\$9,982)	0%	36%	42%	20%	1%	0%
Kraftware	\$31,000	\$70,000	\$46,575	\$63,946	(\$17,371)	\$61,315	(\$14,740)	3%	62%	33%	1%	0%	0%
Krijal Softek	\$43,000	\$58,720	\$47,866	\$75,700	(\$27,834)	\$75,340	(\$27,474)	0%	88%	12%	0%	0%	0%
K-Soft Information Technologies	\$54,496	\$54,496	\$54,496	\$62,020	(\$7,524)	\$60,530	(\$6,034)	0%	0%	100%	0%	0%	0%
Kumaran Systems	\$43,805	\$58,000	\$44,719	\$59,953	(\$15,234)	\$57,336	(\$12,617)	0%	72%	0%	27%	2%	0%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (OES Wages		Distr	ibution o	of H-1B W	Vages	
				OES		OES							
Employer	Min	Max	Mean	Mean	Difference	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%
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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%
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		H-1B Wages		H-1B Wages Compared to Expected OES Wages					Distribution of H-1B Wages					
P.,,,1,,,,,	M:	Man	Mari	OES	Dicc	OES Median	D:00	0-9	10-24	25-49	50-74	75-89	90-99	
Employer Megasoft Consultants	Min \$50,000	Max \$80,000	Mean \$60,038	Mean \$73,191	(\$13,153)	\$71,726	(\$11,688)	0-9	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 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%	

	H-1B Wages H-1B Wages Compared to Expected OES Wag						DES Wages		Distr	ibution o	of H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
MyITgroup	\$65,000	\$130,000	\$79,500	\$68,396	\$11,105	\$66,516	\$12,985	0%	0%	40%	28%	13%	20%
NASDAQ	\$61,500	\$83,000	\$69,739	\$73,000	(\$3,261)	\$70,660	(\$921)	0%	0%	67%	33%	0%	0%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distri	ibution o	f H-1B W	⁷ ages	
Employer	Min	Max	Mean	OES Mean	Difference	OES 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%
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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	\$45,15 <i>7</i>	\$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%
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	H-1B Wages H-1B Wages Compared				to Expected (DES Wages		Distr	ibution c	of H-1B W	Wages		
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
OST International	\$30,493	\$85,000	\$55,920	\$66,870	(\$10,950)	\$65,187	(\$9,267)	2%	24%	69%	5%	1%	0%
				-]	P-	,							
Pace Computer Solutions	\$39,146	\$50,000	\$48,670	\$67,365	(\$18,695)	\$64,594	(\$15,924)	8%	92%	0%	0%	0%	0%
Palayekar Companies	\$42,765	\$85,000	\$49,666	\$75,769	(\$26,103)	\$71,346	(\$21,680)	33%	49%	15%	3%	0%	0%
Paper Mill Graphix	\$40,000	\$40,000	\$40,000	\$72,352	(\$32,352)	\$68,588	(\$28,588)	100%	0%	0%	0%	0%	0%
Paradigm Infotech	\$26,874	\$55,307	\$47,106	\$69,950	(\$22,844)	\$68,318	(\$21,212)	14%	82%	4%	0%	0%	0%
Paradigm Technologies	\$26,874	\$57,000	\$45,818	\$63,551	(\$17,733)	\$62,009	(\$16,191)	5%	70%	25%	0%	0%	0%
Paramount Software Solutions	\$49,088	\$70,000	\$52,124	\$69,901	(\$17,777)	\$62,860	(\$10,736)	0%	5%	93%	1%	0%	0%
Parasoft	\$42,390	\$73,000	\$44,857	\$68,081	(\$23,224)	\$66,516	(\$21,659)	8%	87%	3%	3%	0%	0%
Patel Consultants Corporation	\$41,500	\$136,000	\$86,919	\$78,415	\$8,504	\$74,713	\$12,205	3%	3%	26%	36%	23%	10%
Patni Computer Systems	\$26,800	\$130,000	\$55,142	\$67,385	(\$12,244)	\$64,752	(\$9,610)	5%	17%	64%	13%	1%	0%
Pax International	\$36,000	\$65,000	\$54,957	\$64,610	(\$9,653)	\$62,678	(\$7,721)	2%	54%	7%	37%	0%	0%
Pegasys Systems & Technologies	\$39,437	\$69,160	\$53,661	\$65,405	(\$11,744)	\$62,993	(\$9,331)	0%	17%	83%	0%	0%	0%
People.com Consultants	\$59,091	\$112,320	\$75,748	\$71,107	\$4,641	\$68,407	\$7,341	0%	0%	32%	48%	18%	2%
PeopleSoft	\$50,000	\$125,454	\$83,302	\$75,051	\$8,251	\$72,527	\$10,775	0%	3%	17%	58%	19%	3%
Percipia	\$42,000	\$60,000	\$51,295	\$62,421	(\$11,126)	\$60,558	(\$9,263)	0%	22%	78%	0%	0%	0%
Peri Software Solutions	\$40,000	\$90,000	\$42,778	\$70,569	(\$27,790)	\$67,117	(\$24,339)	2%	93%	2%	2%	0%	0%
Perk Systems	\$42,203	\$50,000	\$47,972	\$67,531	(\$19,559)	\$62,733	(\$14,761)	4%	32%	54%	11%	0%	0%
Perot Systems	\$49,100	\$105,000	\$54,026	\$71,128	(\$17,102)	\$67,775	(\$13,749)	1%	51%	38%	7%	3%	1%
Persistent Systems	\$40,373	\$53,581	\$48,729	\$72,234	(\$23,506)	\$69,523	(\$20,795)	5%	88%	7%	0%	0%	0%
Pioneer Corporate Services	\$37,000	\$51,150	\$42,913	\$64,486	(\$21,573)	\$61,755	(\$18,841)	5%	80%	7%	7%	0%	0%
Pixel Systems	\$45,000	\$55,000	\$52,622	\$75,773	(\$23,151)	\$71,040	(\$18,418)	0%	91%	9%	0%	0%	0%
Polaris Software Lab (India)	\$34,500	\$87,500	\$40,711	\$77,386	(\$36,675)	\$72,930	(\$32,219)	76%	15%	6%	3%	0%	0%
PR Consultants	\$42,000	\$75,088	\$50,753	\$76,507	(\$25,754)	\$71,708	(\$20,955)	9%	85%	5%	1%	0%	0%
Prelude Systems	\$45,200	\$70,000	\$54,425	\$73,178	(\$18,753)	\$70,548	(\$16,123)	0%	83%	15%	2%	0%	0%
Premier Consultancy Services	\$42,765	\$56,472	\$44,778	\$69,299	(\$24,521)	\$64,290	(\$19,513)	0%	97%	3%	0%	0%	0%
Premier IT Solutions	\$40,000	\$65,000	\$49,241	\$66,939	(\$17,698)	\$62,378	(\$13,137)	1%	18%	81%	1%	0%	0%
Premier Technologies	\$40,000	\$85,000	\$40,684	\$68,465	(\$27,781)	\$66,309	(\$25,625)	89%	9%	0%	0%	1%	0%
						<u> </u>					<u> </u>	Cont	inued

		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	f H-1B W	Vages		
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99	
Presceint Infotech	\$44,000	\$65,000	\$47,867	\$66,702	(\$18,835)	\$63,959	(\$16,093)	0%	77%	10%	13%	0%	0%	
PRG Systems	\$33,010	\$51,147	\$40,203	\$73,167	(\$32,963)	\$68,943	(\$28,740)	73%	12%	15%	0%	0%	0%	
Prime Software Technologies	\$49,000	\$70,000	\$56,438	\$72,333	(\$15,896)	\$71,055	(\$14,617)	0%	44%	50%	6%	0%	0%	
Primesoft	\$40,000	\$60,000	\$51,570	\$76,460	(\$24,890)	\$71,664	(\$20,093)	5%	88%	8%	0%	0%	0%	
Primetech Solutions	\$44,000	\$110,000	\$56,832	\$69,338	(\$12,506)	\$66,501	(\$9,670)	2%	35%	40%	17%	7%	0%	
Primus Global Services	\$41,487	\$80,000	\$49,221	\$68,996	(\$19,775)	\$66,916	(\$17,696)	9%	80%	7%	4%	0%	0%	
Princeton Information	\$50,000	\$160,000	\$93,391	\$68,083	\$25,309	\$65,634	\$27,758	0%	5%	14%	19%	24%	38%	
Pro Softnet Corporation	\$46,000	\$95,000	\$61,538	\$79,940	(\$18,402)	\$77,851	(\$16,313)	0%	31%	64%	5%	0%	0%	
Professional Access	\$35,942	\$90,000	\$63,149	\$67,808	(\$4,658)	\$64,297	(\$1,148)	0%	12%	49%	30%	9%	0%	
Proficient Business Systems	\$42,000	\$90,000	\$52,662	\$66,347	(\$13,685)	\$63,800	(\$11,138)	0%	37%	55%	3%	4%	0%	
Proficient Software	\$41,600	\$68,328	\$47,028	\$54,273	(\$7,245)	\$51,980	(\$4,952)	0%	18%	76%	3%	0%	3%	
Progressive Casualty Insurance Company	\$44,500	\$90,000	\$57,696	\$65,620	(\$7,924)	\$64,774	(\$7,078)	2%	40%	31%	24%	2%	2%	
Prolific Technologies	\$42,000	\$45,000	\$44,667	\$69,920	(\$25,253)	\$62,480	(\$17,813)	0%	11%	89%	0%	0%	0%	
Prompt Technologies	\$50,000	\$65,000	\$58,568	\$74,638	(\$16,070)	\$71,394	(\$12,826)	0%	3%	97%	0%	0%	0%	
Prosoft Associates	\$43,805	\$56,160	\$45,637	\$68,290	(\$21,502)	\$67,362	(\$20,592)	0%	98%	0%	0%	0%	0%	
Proteam	\$45,000	\$60,674	\$48,375	\$68,969	(\$20,594)	\$68,288	(\$19,913)	0%	94%	6%	0%	0%	0%	
Protech Solutions	\$39,499	\$62,000	\$47,274	\$67,243	(\$19,970)	\$65,987	(\$18,713)	27%	64%	5%	4%	0%	0%	
ProV International	\$47,320	\$68,016	\$57,145	\$64,470	(\$7,325)	\$61,134	(\$3,988)	0%	0%	70%	30%	0%	0%	
Prudent Technologies & Consulting	\$33,654	\$72,000	\$54,561	\$68,005	(\$13,444)	\$63,915	(\$9,354)	2%	20%	68%	11%	0%	0%	
PTC	\$43,368	\$112,000	\$68,933	\$74,966	(\$6,033)	\$73,107	(\$4,174)	3%	22%	36%	31%	6%	3%	
Pyramid Consulting	\$38,300	\$83,420	\$50,244	\$61,722	(\$11,478)	\$58,968	(\$8,724)	0%	26%	62%	12%	0%	0%	
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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%	
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	of H-1B W		
				OES		OES							
Employer	Min	Max	Mean	Mean	Difference	Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	f H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
RS Software	\$38,563	\$85,000	\$54,759	\$73,778	(\$19,019)	\$70,580	(\$15,822)	3%	50%	46%	2%	0%	0%
RSB Systems	\$46,000	\$50,000	\$49,149	\$63,310	(\$14,161)	\$61,950	(\$12,801)	0%	21%	79%	0%	0%	0%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distri	ibution o	f H-1B W	ages .	
	2.51			OES	7.100	OES	7.100		70.04		-		
Employer	Min	Max	Mean	Mean	Difference	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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	of H-1B W		
77 1	20	W	W	OES	D.CC	OES	D:00	0.0	10.24	25.40	50.54	75.00	00.00
Employer	Min	Max	Mean	Mean	Difference	Median	Difference (\$1.6.451)	0-9	10-24 51%	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%	55%	46% 9%		0% 0%	0%
Soft Computer Consultants	\$36,628	\$60,534	\$40,229	\$62,518	(\$22,289)	\$60,128	(\$19,899)				2%		0%
Soft Labs	\$43,000	\$65,000	\$54,041	\$68,336	(\$14,296)	\$65,253	(\$11,213)	0%	18%	77%	5%	0%	0%
Softcrylic C. G. J. J. 21 P.	\$51,147	\$63,336	\$51,553	\$76,930	(\$25,377)	\$72,010	(\$20,457)	0%	97% 93%	3%	0%		-
Softech Int'l Resources	\$38,000	\$50,000	\$38,889	\$63,390	(\$24,501)	\$60,496	(\$21,607)	-		7%		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%
												Cont	tinued

Finployer			H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distri	ibution o	f H-1B W	Vages	
SourceOne Technology Solutions	Employer	Min	May	Mean		Difference		Difference	0-9	10-24	25-49	50-74	75-89	90-99
Sozoh	1 7													0%
SpaceAge Consulting Corp.	<u> </u>	\$49,629	\$65,000	\$51,822		. , ,	\$73,032	(\$21,210)	0%	96%	4%	0%	0%	0%
Specsoft Consulting	SpaceAge Consulting Corp.	\$40,000		\$47,866				, , ,	37%	63%	0%	0%	0%	0%
Spirent Communications	Specsoft Consulting	\$41,142	\$99,840	\$56,877	\$75,354		\$72,350	(\$15,473)	0%	74%	23%	4%	0%	0%
Sprint United Management Company \$45,372 \$98,618 \$69,275 \$66,169 \$3,106 \$64,774 \$4,501 0% 2% 46% 20% 24% Sreenivas oruganti \$36,000 \$45,000 \$42,964 \$64,177 \$(\$21,213) \$62,046 \$(\$19,082) 21% 71% 7% 0% 0% Sriven Infosys \$48,000 \$56,000 \$50,800 \$77,549 \$(\$22,136) 3% 97% 0% 0% 0% Sriven Infosys \$36,000 \$85,134 \$44,927 \$68,296 \$(\$23,370) \$64,970 \$(\$20,043) 0% 87% 8% 3% <td>Spectrasoft Technologies</td> <td>\$53,000</td> <td>\$55,618</td> <td>\$53,806</td> <td>\$77,905</td> <td>(\$24,099)</td> <td>\$73,033</td> <td>(\$19,227)</td> <td>0%</td> <td>100%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td>	Spectrasoft Technologies	\$53,000	\$55,618	\$53,806	\$77,905	(\$24,099)	\$73,033	(\$19,227)	0%	100%	0%	0%	0%	0%
Sreenivas oruganti \$36,000 \$45,000 \$42,964 \$64,177 \$621,213 \$62,046 \$19,082 21% 71% 7% 0% 0% Sri Systems \$48,000 \$56,000 \$50,000 \$50,800 \$77,549 \$22,749 \$72,936 \$822,136 3% 97% 0% 0% 0% Sriven Infosys \$36,000 \$85,134 \$44,927 \$68,296 \$23,370 \$64,970 \$820,043 0% 87% 8% 3% 3% Sriven Systems \$50,000 \$60,000 \$59,920 \$54,477 \$5,443 \$51,837 \$8,083 0% 1% 10% 90% 0% SSInfotek \$43,000 \$55,000 \$45,465 \$64,252 \$18,787 \$62,668 \$17,203 0% 68% 32% 0% 0% Staffing Tree \$33,467 \$54,000 \$44,874 \$66,888 \$22,514 \$63,789 \$19,115 0% 8% 11% 0% 0% Stratagic Resources International <td>Spirent Communications</td> <td>\$52,000</td> <td>\$120,180</td> <td>\$76,309</td> <td>\$83,849</td> <td>(\$7,540)</td> <td>\$81,953</td> <td>(\$5,644)</td> <td>4%</td> <td>25%</td> <td>36%</td> <td>21%</td> <td>11%</td> <td>4%</td>	Spirent Communications	\$52,000	\$120,180	\$76,309	\$83,849	(\$7,540)	\$81,953	(\$5,644)	4%	25%	36%	21%	11%	4%
Sri Systems \$48,000 \$56,000 \$50,800 \$77,549 (\$26,749) \$72,936 (\$22,136) 3% 97% 0% 0% 0% Sriven Infosys \$36,000 \$85,134 \$44,927 \$68,296 (\$23,370) \$64,970 (\$20,043) 0% 87% 8% 3% 3% Sriven Systems \$50,000 \$60,000 \$59,920 \$54,477 \$5,443 \$51,837 \$8,083 0% 1% 10% 90% 0% SSInfotek \$43,000 \$55,000 \$45,465 \$64,252 (\$18,787) \$62,668 (\$17,203) 0% 68% 32% 0% 0% Staffing Tree \$33,467 \$54,000 \$44,374 \$66,888 (\$22,514) \$63,789 (\$19,415) 0% 89% 11% 0% 0% Stellar Software Network \$40,000 \$46,000 \$44,689 \$74,431 (\$29,742) \$70,385 (\$216,0127) 0% \$8% 2% 0% 0% \$52,525 \$66,500 \$89,42	Sprint United Management Company	\$45,372	\$98,618	\$69,275	\$66,169	\$3,106	\$64,774	\$4,501	0%	2%	46%	20%	24%	7%
Sriven Infosys \$36,000 \$85,134 \$44,927 \$68,296 \$(\$23,370) \$64,970 \$(\$20,043) 0% 87% 8% 3% 3% Sriven Systems \$50,000 \$60,000 \$59,920 \$54,477 \$5,443 \$51,837 \$8,083 0% 1% 10% 90% 0% SSInforck \$43,000 \$55,000 \$45,465 \$64,252 \$(\$18,787) \$62,668 \$(\$17,203) 0% 68% 32% 0% 0% Staffing Tree \$33,467 \$54,000 \$44,374 \$66,888 \$(\$22,514) \$63,789 \$(\$19,415) 0% 89% 11% 0% 0% Stellar Software Network \$40,000 \$45,000 \$44,689 \$74,431 \$(\$29,742) \$70,885 \$(\$25,696) 0% 98% 2% 0% 0% Strataserv \$45,000 \$69,160 \$57,725 \$76,452 \$(\$18,727) \$73,852 \$(\$16,127) 0% \$14 49% 0% 0% Strataserv \$	Sreenivas oruganti	\$36,000	\$45,000	\$42,964	\$64,177	(\$21,213)	\$62,046	(\$19,082)	21%	71%	7%	0%	0%	0%
Sriven Systems \$50,000 \$60,000 \$59,920 \$54,477 \$5,443 \$51,837 \$8,083 0% 1% 10% 90% 0% SSInfotek \$43,000 \$55,000 \$45,465 \$64,252 \$(\$18,787) \$62,668 \$(\$17,203) 0% 68% 32% 0% 0% Staffing Tree \$33,467 \$54,000 \$44,374 \$66,6888 \$(\$22,514) \$63,789 \$(\$19,415) 0% 89% 11% 0% 0% Stellar Software Network \$40,000 \$45,000 \$44,689 \$74,431 \$(\$29,742) \$70,385 \$(\$25,696) 0% 98% 2% 0% 0% Strataserv \$45,000 \$69,160 \$57,725 \$76,452 \$(\$18,727) \$73,852 \$(\$16,127) 0% \$14 49% 0% 0% Strataserv \$45,000 \$80,000 \$38,456 \$76,790 \$38,334 \$71,940 \$33,484 83% 15% 0% 2% 0% Subex Technologies \$	Sri Systems	\$48,000	\$56,000	\$50,800	\$77,549	(\$26,749)	\$72,936	(\$22,136)	3%	97%	0%	0%	0%	0%
SSInfotek \$43,000 \$55,000 \$45,465 \$64,252 \$(\$18,787) \$62,668 \$(\$17,203) 0% 68% 32% 0% 0% Staffing Tree \$33,467 \$54,000 \$44,374 \$66,888 \$(\$22,514) \$63,789 \$(\$19,415) 0% 89% 11% 0% 0% Stellar Software Network \$40,000 \$44,689 \$74,431 \$(\$29,742) \$70,385 \$(\$25,696) 0% 98% 2% 0% 0% Strataserv \$45,000 \$69,160 \$57,725 \$76,452 \$18,727) \$73,852 \$(\$16,127) 0% 51% 49% 0% 0% Strataserv \$45,000 \$69,160 \$57,725 \$76,452 \$18,727) \$73,852 \$(\$16,127) 0% 51% 49% 0% 0% Strataserv \$45,000 \$80,000 \$38,456 \$76,790 \$38,334 \$71,940 \$33,484 83% 15% 0% 2% 0% Subhashinisoftware Solutions \$45,000	Sriven Infosys	\$36,000	\$85,134	\$44,927	\$68,296	(\$23,370)	\$64,970	(\$20,043)	0%	87%	8%	3%	3%	0%
Staffing Tree \$33,467 \$54,000 \$44,374 \$66,888 \$(\$22,514) \$63,789 \$(\$19,415) 0% 89% 11% 0% 0% Stellar Software Network \$40,000 \$45,000 \$44,689 \$74,431 \$(\$29,742) \$70,385 \$(\$25,696) 0% 98% 2% 0% 0% Strataserv \$45,000 \$69,160 \$57,725 \$76,452 \$(\$18,727) \$73,852 \$(\$16,127) 0% 51% 49% 0% 0% Strategic Resources International \$35,000 \$80,000 \$33,456 \$76,790 \$(\$33,344) \$71,940 \$(\$33,484) 83% 15% 0% 2% 0% Subex Technologies \$43,500 \$79,000 \$61,087 \$78,570 \$(\$17,483) \$73,730 \$(\$12,643) 12% 12% 73% 4% 0% Subhashini Software Solutions \$45,000 \$65,000 \$46,646 \$63,785 \$(\$17,139) \$62,223 \$(\$15,577) 2% 69% 27% 2% 0% <td>Sriven Systems</td> <td>\$50,000</td> <td>\$60,000</td> <td>\$59,920</td> <td>\$54,477</td> <td>\$5,443</td> <td>\$51,837</td> <td>\$8,083</td> <td>0%</td> <td>1%</td> <td>10%</td> <td>90%</td> <td>0%</td> <td>0%</td>	Sriven Systems	\$50,000	\$60,000	\$59,920	\$54,477	\$5,443	\$51,837	\$8,083	0%	1%	10%	90%	0%	0%
Stellar Software Network \$40,000 \$45,000 \$44,689 \$74,431 \$(\$29,742) \$70,385 \$(\$25,696) 0% 98% 2% 0% 0% Strataserv \$45,000 \$69,160 \$57,725 \$76,452 \$(\$18,727) \$73,852 \$(\$16,127) 0% 51% 49% 0% 0% Strategic Resources International \$35,000 \$80,000 \$38,456 \$76,790 \$(\$38,334) \$71,940 \$(\$33,484) 83% 15% 0% 2% 0% Subex Technologies \$43,500 \$79,000 \$61,087 \$78,570 \$(\$17,483) \$73,730 \$(\$12,643) 12% 12% 73% 4% 0% Subhashini Software Solutions \$45,000 \$65,000 \$46,646 \$63,785 \$(\$17,139) \$62,223 \$(\$15,577) 2% 69% 27% 2% 0% Sumas \$36,067 \$53,165 \$42,344 \$78,168 \$(\$35,824) \$73,308 \$30,964 72% 28% 0% 0% 0%	SSInfotek	\$43,000	\$55,000	\$45,465	\$64,252	(\$18,787)	\$62,668	(\$17,203)	0%	68%	32%	0%	0%	0%
Strataserv \$45,000 \$69,160 \$57,725 \$76,452 (\$18,727) \$73,852 (\$16,127) 0% 51% 49% 0% 0% Strategic Resources International \$35,000 \$80,000 \$38,456 \$76,790 (\$38,334) \$71,940 (\$33,484) 83% 15% 0% 2% 0% Subex Technologies \$43,500 \$79,000 \$61,087 \$78,570 (\$17,483) \$73,730 (\$12,643) 12% 73% 4% 0% Subhashini Software Solutions \$45,000 \$65,000 \$46,646 \$63,785 (\$17,139) \$62,223 (\$15,577) 2% 69% 27% 2% 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%	Staffing Tree	\$33,467	\$54,000	\$44,374	\$66,888	(\$22,514)	\$63,789	(\$19,415)	0%	89%	11%	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% Subex Technologies \$43,500 \$79,000 \$61,087 \$78,570 (\$17,483) \$73,730 (\$12,643) 12% 12% 73% 4% 0% Subhashini Software Solutions \$45,000 \$65,000 \$46,646 \$63,785 (\$17,139) \$62,223 (\$15,577) 2% 69% 27% 2% 0% Sumas \$36,067 \$53,165 \$42,344 \$78,168 (\$35,824) \$73,308 (\$30,964) 72% 28% 0% 0% 0% Summitworks Technologies \$40,000 \$60,000 \$57,165 \$76,216 (\$19,051) \$71,443 (\$14,278) 0% 39% 60% 1% 0% Sun Microsystems \$49,115 \$133,578 \$79,981 \$81,933 (\$1,951) \$79,962 \$19 1% 17% 33% 29% 17%	Stellar Software Network	\$40,000	\$45,000	\$44,689	\$74,431	(\$29,742)	\$70,385	(\$25,696)	0%	98%	2%	0%	0%	0%
Subex Technologies \$43,500 \$79,000 \$61,087 \$78,570 (\$17,483) \$73,730 (\$12,643) \$12% 73% 4% 0% Subhashini Software Solutions \$45,000 \$65,000 \$46,646 \$63,785 (\$17,139) \$62,223 (\$15,577) 2% 69% 27% 2% 0% Sumas \$36,067 \$53,165 \$42,344 \$78,168 (\$35,824) \$73,308 (\$30,964) 72% 28% 0% 0% 0% Summitworks Technologies \$40,000 \$60,000 \$57,165 \$76,216 (\$19,051) \$71,443 (\$14,278) 0% 39% 60% 1% 0% Sun Microsystems \$49,115 \$133,578 \$79,981 \$81,933 (\$1,951) \$79,962 \$19 1% 17% 33% 29% 17% Sun Technologies \$35,194 \$64,002 \$54,522 \$67,361 (\$12,839) \$61,760 (\$7,238) 13% 0% 63% 25% 0% Sunrise Systems <	Strataserv	\$45,000	\$69,160	\$57,725	\$76,452	(\$18,727)	\$73,852	(\$16,127)	0%	51%	49%	0%	0%	0%
Subhashini Software Solutions \$45,000 \$65,000 \$46,646 \$63,785 (\$17,139) \$62,223 (\$15,577) 2% 69% 27% 2% 0% Sumas \$36,067 \$53,165 \$42,344 \$78,168 (\$35,824) \$73,308 (\$30,964) 72% 28% 0% 0% 0% Summitworks Technologies \$40,000 \$60,000 \$57,165 \$76,216 (\$19,051) \$71,443 (\$14,278) 0% 39% 60% 1% 0% Sun Microsystems \$49,115 \$133,578 \$79,981 \$81,933 (\$1,951) \$79,962 \$19 1% 17% 33% 29% 17% Sun Technologies \$35,194 \$64,002 \$54,522 \$67,361 (\$12,839) \$61,760 (\$7,238) 13% 0% 63% 25% 0% Sunmerge Systems \$43,000 \$54,000 \$50,468 \$76,507 (\$26,039) \$72,232 (\$21,764) 3% 97% 0% 0% 0% Sunrise System	Strategic Resources International	\$35,000	\$80,000	\$38,456	\$76,790	(\$38,334)	\$71,940	(\$33,484)	83%	15%	0%	2%	0%	0%
Sumas \$36,067 \$53,165 \$42,344 \$78,168 (\$35,824) \$73,308 (\$30,964) 72% 28% 0% 0% 0% Summitworks Technologies \$40,000 \$60,000 \$57,165 \$76,216 (\$19,051) \$71,443 (\$14,278) 0% 39% 60% 1% 0% Sun Microsystems \$49,115 \$133,578 \$79,981 \$81,933 (\$1,951) \$79,962 \$19 1% 17% 33% 29% 17% Sun Technologies \$35,194 \$64,002 \$54,522 \$67,361 (\$12,839) \$61,760 (\$7,238) 13% 0% 63% 25% 0% Sunmerge Systems \$43,000 \$54,000 \$50,468 \$76,507 (\$26,039) \$72,232 (\$21,764) 3% 97% 0% 0% Sunrise Systems \$45,000 \$50,400 \$45,196 \$78,717 (\$33,521) \$73,976 (\$28,780) 95% 5% 0% 0% Supreme Soft \$45,000 \$56,500	Subex Technologies	\$43,500	\$79,000	\$61,087	\$78,570	(\$17,483)	\$73,730	(\$12,643)	12%	12%	73%	4%	0%	0%
Summitworks Technologies \$40,000 \$60,000 \$57,165 \$76,216 (\$19,051) \$71,443 (\$14,278) 0% 39% 60% 1% 0% Sun Microsystems \$49,115 \$133,578 \$79,981 \$81,933 (\$1,951) \$79,962 \$19 1% 17% 33% 29% 17% Sun Technologies \$35,194 \$64,002 \$54,522 \$67,361 (\$12,839) \$61,760 (\$7,238) 13% 0% 63% 25% 0% Sunmerge Systems \$43,000 \$54,000 \$50,468 \$76,507 (\$26,039) \$72,232 (\$21,764) 3% 97% 0% 0% Sunrise Systems \$45,000 \$50,400 \$45,196 \$78,717 (\$33,521) \$73,976 (\$28,780) 95% 5% 0% 0% Sunsoft International \$40,000 \$62,050 \$47,345 \$76,796 (\$29,451) \$71,943 (\$24,598) 48% 34% 18% 0% 0% Supreme Soft \$45,000 <	Subhashini Software Solutions	\$45,000	\$65,000	\$46,646	\$63,785	(\$17,139)	\$62,223	(\$15,577)	2%	69%	27%	2%	0%	0%
Sun Microsystems \$49,115 \$133,578 \$79,981 \$81,933 (\$1,951) \$79,962 \$19 1% 17% 33% 29% 17% Sun Technologies \$35,194 \$64,002 \$54,522 \$67,361 (\$12,839) \$61,760 (\$7,238) 13% 0% 63% 25% 0% Sunmerge Systems \$43,000 \$54,000 \$50,468 \$76,507 (\$26,039) \$72,232 (\$21,764) 3% 97% 0% 0% 0% Sunrise Systems \$45,000 \$50,400 \$45,196 \$78,717 (\$33,521) \$73,976 (\$28,780) 95% 5% 0% 0% 0% Sunsoft International \$40,000 \$62,050 \$47,345 \$76,796 (\$29,451) \$71,943 (\$24,598) 48% 34% 18% 0% 0% Supreme Soft \$45,000 \$56,500 \$46,799 \$68,909 (\$22,110) \$66,132 (\$19,334) 0% 96% 4% 0% 0%	Sumas	\$36,067	\$53,165	\$42,344	\$78,168	(\$35,824)	\$73,308	(\$30,964)	72%	28%	0%	0%	0%	0%
Sun Technologies \$35,194 \$64,002 \$54,522 \$67,361 (\$12,839) \$61,760 (\$7,238) 13% 0% 63% 25% 0% Sunmerge Systems \$43,000 \$54,000 \$50,468 \$76,507 (\$26,039) \$72,232 (\$21,764) 3% 97% 0% 0% 0% Sunrise Systems \$45,000 \$50,400 \$45,196 \$78,717 (\$33,521) \$73,976 (\$28,780) 95% 5% 0% 0% Sunsoft International \$40,000 \$62,050 \$47,345 \$76,796 (\$29,451) \$71,943 (\$24,598) 48% 34% 18% 0% 0% Supreme Soft \$45,000 \$56,500 \$46,799 \$68,909 (\$22,110) \$66,132 (\$19,334) 0% 96% 4% 0% 0%	Summitworks Technologies	\$40,000	\$60,000	\$57,165	\$76,216	(\$19,051)	\$71,443	(\$14,278)	0%	39%	60%	1%	0%	0%
Sunmerge Systems \$43,000 \$54,000 \$50,468 \$76,507 (\$26,039) \$72,232 (\$21,764) 3% 97% 0% 0% 0% Sunrise Systems \$45,000 \$50,400 \$45,196 \$78,717 (\$33,521) \$73,976 (\$28,780) 95% 5% 0% 0% 0% Sunsoft International \$40,000 \$62,050 \$47,345 \$76,796 (\$29,451) \$71,943 (\$24,598) 48% 34% 18% 0% 0% Supreme Soft \$45,000 \$56,500 \$46,799 \$68,909 (\$22,110) \$66,132 (\$19,334) 0% 96% 4% 0% 0%	Sun Microsystems	\$49,115	\$133,578	\$79,981	\$81,933	(\$1,951)	\$79,962	\$19	1%	17%	33%	29%	17%	4%
Sunrise Systems \$45,000 \$50,400 \$45,196 \$78,717 (\$33,521) \$73,976 (\$28,780) 95% 5% 0% 0% 0% Sunsoft International \$40,000 \$62,050 \$47,345 \$76,796 (\$29,451) \$71,943 (\$24,598) 48% 34% 18% 0% 0% Supreme Soft \$45,000 \$56,500 \$46,799 \$68,909 (\$22,110) \$66,132 (\$19,334) 0% 96% 4% 0% 0%	Sun Technologies	\$35,194	\$64,002	\$54,522	\$67,361	(\$12,839)	\$61,760	(\$7,238)	13%	0%	63%	25%	0%	0%
Sunsoft International \$40,000 \$62,050 \$47,345 \$76,796 (\$29,451) \$71,943 (\$24,598) 48% 34% 18% 0% 0% Supreme Soft \$45,000 \$56,500 \$46,799 \$68,909 (\$22,110) \$66,132 (\$19,334) 0% 96% 4% 0% 0%	Sunmerge Systems	\$43,000	\$54,000	\$50,468	\$76,507	(\$26,039)	\$72,232	(\$21,764)	3%	97%	0%	0%	0%	0%
Supreme Soft \$45,000 \$56,500 \$46,799 \$68,909 (\$22,110) \$66,132 (\$19,334) 0% 96% 4% 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%
Sure Tech Services \$37,440 \$52,000 \$51,123 \$60,640 (\$9,517) \$59,660 (\$8,537) 0% 4% 96% 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%	Surecom	\$43,000	\$44,000	\$43,857	\$82,889	(\$39,031)	\$81,034	(\$37,177)	71%	29%	0%	0%	0%	0%

Continued

		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distri	ibution o	f H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Surya Systems	\$34,000	\$90,000	\$54,236	\$62,320	(\$8,084)	\$61,095	(\$6,858)	3%	8%	81%	5%	3%	0%
SV Technologies	\$41,000	\$55,000	\$48,485	\$54,546	(\$6,061)	\$52,137	(\$3,652)	0%	15%	70%	15%	0%	0%
Svam International	\$27,186	\$68,172	\$56,860	\$68,383	(\$11,523)	\$64,806	(\$7,947)	0%	9%	84%	7%	0%	0%
Svaptech Systems	\$47,500	\$50,500	\$47,808	\$64,486	(\$16,678)	\$60,628	(\$12,821)	0%	8%	92%	0%	0%	0%
SVK Systems	\$40,000	\$89,000	\$49,970	\$63,769	(\$13,800)	\$54,463	(\$4,493)	0%	6%	79%	3%	3%	9%
Swinsoft	\$38,210	\$65,000	\$48,343	\$72,552	(\$24,208)	\$68,863	(\$20,519)	21%	55%	24%	0%	0%	0%
Symantec Corporation	\$53,226	\$138,092	\$87,057	\$78,815	\$8,242	\$77,120	\$9,937	0%	15%	22%	26%	25%	12%
Symbol Software Services	\$43,846	\$60,000	\$51,039	\$76,687	(\$25,648)	\$71,833	(\$20,794)	0%	99%	1%	0%	0%	0%
Symphony Corporation	\$45,000	\$65,000	\$49,839	\$62,029	(\$12,190)	\$56,924	(\$7,085)	0%	2%	85%	13%	0%	0%
Synechron	\$52,535	\$55,000	\$54,958	\$76,930	(\$21,973)	\$72,010	(\$17,053)	0%	100%	0%	0%	0%	0%
Synergy IT Solutions	\$45,000	\$70,000	\$51,074	\$61,161	(\$10,087)	\$58,773	(\$7,698)	0%	10%	79%	10%	0%	0%
Synerzy Software Solutions	\$45,000	\$55,000	\$45,903	\$76,983	(\$31,080)	\$72,065	(\$26,162)	81%	19%	0%	0%	0%	0%
Synopsys	\$51,229	\$105,000	\$66,048	\$73,265	(\$7,217)	\$70,624	(\$4,577)	0%	3%	62%	34%	1%	0%
Synova	\$37,814	\$65,083	\$54,055	\$74,437	(\$20,382)	\$72,862	(\$18,806)	1%	77%	22%	0%	0%	0%
Syntel	\$28,246	\$56,472	\$39,728	\$65,762	(\$26,033)	\$62,380	(\$22,651)	24%	73%	3%	0%	0%	0%
SysMind	\$42,100	\$80,000	\$47,485	\$70,068	(\$22,583)	\$68,937	(\$21,452)	11%	75%	9%	5%	0%	0%
Sysnet Technology Solutions	\$60,000	\$80,000	\$60,385	\$72,972	(\$12,588)	\$70,453	(\$10,068)	0%	0%	100%	0%	0%	0%
Systel of Delaware	\$33,446	\$65,000	\$47,677	\$68,453	(\$20,776)	\$66,068	(\$18,391)	7%	73%	19%	1%	0%	0%
System Edge	\$38,000	\$51,832	\$44,360	\$73,096	(\$28,735)	\$69,167	(\$24,807)	54%	43%	3%	0%	0%	0%
System Soft Technologies	\$36,000	\$80,000	\$38,230	\$63,933	(\$25,703)	\$60,244	(\$22,014)	93%	2%	4%	1%	1%	0%
SystemGuru Incorporated	\$36,920	\$36,920	\$36,920	\$46,680	(\$9,760)	\$44,120	(\$7,200)	0%	0%	100%	0%	0%	0%
Systems People	\$36,000	\$76,000	\$51,894	\$66,051	(\$14,157)	\$64,660	(\$12,766)	5%	28%	61%	7%	0%	0%
Systems Technology Group	\$39,100	\$53,400	\$42,174	\$66,057	(\$23,883)	\$64,597	(\$22,423)	52%	48%	0%	0%	0%	0%
Systime Computer Corporation	\$40,851	\$106,800	\$57,108	\$71,640	(\$14,532)	\$69,021	(\$11,913)	16%	45%	18%	18%	4%	0%
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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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	of H-1B W		
				OES		OES							
Employer	Min	Max	Mean	Mean	Difference	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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (OES Wages		Distri	ibution o	f H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES 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%
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U. S. Software Corporation	\$48,000	\$50,000	\$48,357	\$67,891	(\$19,534)	\$66,123	(\$17,766)	0%	75%	25%	0%	0%	0%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distri	ibution c	of H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
UBICS	\$33,758	\$90,000	\$47,127	\$66,140	(\$19,014)	\$64,157	(\$17,031)	25%	40%	30%	4%	2%	0%
UBS	\$54,500	\$120,000	\$85,214	\$70,849	\$14,366	\$67,664	\$17,550	0%	4%	6%	39%	43%	8%
UGS Corp.	\$48,000	\$107,500	\$77,103	\$74,960	\$2,143	\$73,505	\$3,598	0%	7%	37%	32%	22%	1%
Ultimate Technology Solutions	\$50,000	\$72,000	\$60,444	\$65,621	(\$5,177)	\$63,835	(\$3,391)	0%	0%	89%	11%	0%	0%
Ultimo Software Solutions	\$40,000	\$40,000	\$40,000	\$67,475	(\$27,475)	\$64,841	(\$24,841)	14%	86%	0%	0%	0%	0%
Uni Resource	\$38,000	\$48,339	\$42,045	\$70,140	(\$28,095)	\$65,572	(\$23,527)	47%	53%	0%	0%	0%	0%
Unify Solutions	\$44,000	\$71,000	\$49,577	\$66,788	(\$17,211)	\$64,157	(\$14,580)	0%	90%	9%	1%	0%	0%
Uniplus Consultants	\$50,000	\$78,000	\$59,979	\$72,085	(\$12,105)	\$69,642	(\$9,663)	0%	29%	50%	21%	0%	0%
Unisys Corporation	\$41,000	\$112,000	\$74,930	\$70,971	\$3,960	\$69,336	\$5,594	1%	5%	25%	49%	19%	1%
United Toll Systems	\$42,500	\$72,104	\$53,154	\$66,772	(\$13,618)	\$61,567	(\$8,413)	10%	14%	59%	14%	3%	0%
Universal Software Corporation	\$45,261	\$76,800	\$53,825	\$76,188	(\$22,363)	\$75,614	(\$21,789)	0%	86%	14%	0%	0%	0%
Universal Technologies	\$51,376	\$57,637	\$54,078	\$74,756	(\$20,679)	\$70,747	(\$16,669)	37%	11%	52%	0%	0%	0%
US Tech Solutions	\$44,000	\$80,000	\$51,257	\$75,706	(\$24,449)	\$71,119	(\$19,863)	4%	75%	15%	4%	1%	0%
US Technology Resources	\$48,000	\$110,000	\$52,591	\$70,342	(\$17,751)	\$67,784	(\$15,193)	0%	56%	34%	8%	2%	0%
USM Business Systems	\$42,000	\$60,000	\$45,988	\$67,590	(\$21,603)	\$64,740	(\$18,753)	4%	81%	15%	0%	0%	0%
USP	\$24,274	\$49,587	\$39,010	\$68,555	(\$29,545)	\$65,146	(\$26,136)	47%	53%	0%	0%	0%	0%
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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%
												Cont	inued

		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distr	ibution o	f H-1B W	Vages	
Employer	Min	Max	Mean	OES Mean	Difference	OES 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%
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		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distri	ibution o	f H-1B W	Vages	
77	3.71	· ·		OES	75.00	OES	75.00	0.0	10.04	25.40	50.51	77 00	00.00
Employer	Min	Max	Mean	Mean	Difference	Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
					V–			l					
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%
				-2	Κ <u>–</u>								
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%
			,	-7	 								
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%
												Cont	inued

		H-1B Wages		H-1B Wag	es Compared	to Expected (DES Wages		Distri	ibution o	f H-1B W	⁷ ages	
Employer	Min	Max	Mean	OES Mean	Difference	OES Median	Difference	0-9	10-24	25-49	50-74	75-89	90-99
Yash Solutions	\$45,000	\$70,000	\$55,333	\$70,770	(\$15,436)	\$68,851	(\$13,517)	0%	64%	28%	8%	0%	0%
Yash Technologies	\$36,504	\$85,000	\$43,572	\$65,819	(\$22,247)	\$64,285	(\$20,713)	48%	19%	31%	2%	0%	0%
Yorkia Group	\$45,000	\$55,000	\$49,278	\$70,868	(\$21,591)	\$66,521	(\$17,244)	0%	47%	53%	0%	0%	0%
Youngsoft	\$36,000	\$60,000	\$45,916	\$67,190	(\$21,274)	\$64,113	(\$18,198)	13%	66%	21%	0%	0%	0%
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Z & A Infotek Corporation d/b/a XEON Info	\$36,067	\$80,000	\$49,113	\$77,232	(\$28,119)	\$72,327	(\$23,214)	39%	47%	11%	3%	0%	0%
Z3 Technologies	\$33,134	\$70,000	\$52,528	\$66,984	(\$14,456)	\$64,515	(\$11,986)	4%	25%	66%	6%	0%	0%
Zeninfotech	\$40,000	\$60,000	\$52,393	\$63,443	(\$11,050)	\$61,113	(\$8,720)	0%	45%	39%	16%	0%	0%
Zensar Technologies	\$50,833	\$115,000	\$60,016	\$68,088	(\$8,072)	\$64,288	(\$4,272)	0%	0%	84%	15%	0%	1%
Zieta Technologies	\$48,000	\$84,000	\$51,211	\$70,200	(\$18,990)	\$68,368	(\$17,157)	0%	89%	4%	4%	4%	0%
Zolon Tech	\$45,000	\$81,500	\$60,005	\$74,758	(\$14,752)	\$73,199	(\$13,193)	2%	36%	54%	9%	0%	0%
ZS Associates	\$52,500	\$100,500	\$64,141	\$74,204	(\$10,063)	\$71,087	(\$6,946)	0%	3%	87%	8%	3%	0%
Zylog Systems d/b/a ZSL	\$36,500	\$69,100	\$39,518	\$53,631	(\$14,112)	\$50,784	(\$11,265)	11%	8%	78%	3%	0%	0%

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

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

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

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

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