

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%.

How to Read the Appendices

OES MEAN

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

DIFFERENCE

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

OES MEDIAN AND DIFFERENCE

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

H-1B WAGES

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

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Apple | \$65,000 | \$175,000 | \$97,744 | \$83,439 | \$14,304 | \$79,937 | \$17,807 | 0% | 3% | 23% | 33% | 23% | 19% |
| Microsoft | \$50,336 | \$170,000 | \$78,073 | \$79,067 | (\$995) | \$76,257 | \$1,816 | 0% | 1% | 53% | 38% | 6% | 1% |
| Oracle Corporation | \$32,367 | \$125,000 | \$52,764 | \$76,237 | (\$23,473) | \$73,168 | (\$20,403) | 17% | 69% | 12% | 2% | 0% | 0% |

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

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

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

Appendix A — H-1B Computer Programming Wages Compared to National Wages by Occupation
F.Y. 2004

National Wages O.E.S. 2003

| Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Computer scientists | \$20,800 | \$188,800 | \$78,169 | \$90,146 | (\$11,977) | \$85,017 | (\$6,847) | 13% | 22% | 30% | 24% | 9% | 2% |
| Programmers | \$16,796 | \$260,000 | \$49,258 | \$65,264 | (\$16,006) | \$62,577 | (\$13,319) | 7% | 47% | 34% | 9% | 2% | 0% |
| Software Engineers | \$16,872 | \$228,800 | \$62,179 | \$77,954 | (\$15,775) | \$74,851 | (\$12,672) | 17% | 40% | 22% | 15% | 5% | 1% |
| Support Specialists | \$19,968 | \$113,000 | \$44,321 | \$44,823 | (\$502) | \$41,559 | \$2,762 | 3% | 21% | 34% | 17% | 13% | 12% |
| Systems Analysts | \$18,720 | \$218,400 | \$53,150 | \$66,722 | (\$13,573) | \$64,446 | (\$11,297) | 12% | 42% | 32% | 9% | 5% | 1% |
| Database administrators | \$26,440 | \$200,000 | \$58,338 | \$61,696 | (\$3,358) | \$58,702 | (\$364) | 7% | 25% | 24% | 26% | 14% | 5% |
| Systems administrators | \$26,400 | \$144,000 | \$45,481 | \$62,958 | (\$17,478) | \$60,406 | (\$14,925) | 48% | 22% | 12% | 10% | 6% | 3% |
| Network Analysts | \$19,200 | \$150,000 | \$55,358 | \$64,799 | (\$9,441) | \$61,607 | (\$6,248) | 2% | 21% | 57% | 16% | 3% | 1% |

Appendix B — H-1B Computer Programming Wages Compared to National Wages By State F.Y. 2004

National Wages O.E.S. 2003

| State | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Alabama | \$25,000 | \$150,000 | \$49,032 | \$69,115 | (\$20,082) | \$61,412 | (\$12,380) | 3% | 41% | 46% | 8% | 1% | 0% |
| Alaska | \$27,789 | \$110,000 | \$52,127 | \$62,447 | (\$10,320) | \$62,093 | (\$9,966) | 35% | 21% | 27% | 9% | 8% | 1% |
| Arizona | \$19,200 | \$150,000 | \$48,283 | \$59,797 | (\$11,514) | \$57,851 | (\$9,568) | 2% | 25% | 63% | 7% | 2% | 0% |
| Arkansas | \$19,100 | \$125,000 | \$48,722 | \$50,145 | (\$1,423) | \$48,891 | (\$168) | 1% | 7% | 33% | 48% | 9% | 1% |
| California | \$16,872 | \$228,800 | \$58,310 | \$76,917 | (\$18,607) | \$74,218 | (\$15,908) | 18% | 47% | 21% | 10% | 3% | 1% |
| Colorado | \$27,550 | \$170,000 | \$53,370 | \$70,445 | (\$17,075) | \$69,079 | (\$15,709) | 8% | 53% | 27% | 9% | 2% | 1% |
| Connecticut | \$24,960 | \$260,000 | \$51,613 | \$71,187 | (\$19,574) | \$66,609 | (\$14,996) | 13% | 57% | 21% | 6% | 2% | 0% |
| Delaware | \$30,000 | \$155,000 | \$43,246 | \$76,058 | (\$32,812) | \$73,379 | (\$30,133) | 59% | 33% | 5% | 2% | 0% | 0% |
| District of Columbia | \$29,162 | \$158,721 | \$53,201 | \$66,419 | (\$13,218) | \$63,877 | (\$10,676) | 13% | 41% | 31% | 9% | 3% | 1% |
| Florida | \$19,968 | \$208,000 | \$48,720 | \$64,872 | (\$16,152) | \$60,022 | (\$11,302) | 11% | 37% | 38% | 11% | 2% | 1% |
| Georgia | \$24,000 | \$124,800 | \$48,656 | \$62,542 | (\$13,885) | \$59,781 | (\$11,125) | 7% | 47% | 34% | 9% | 3% | 0% |
| Guam | \$32,905 | \$52,998 | \$36,963 | \$55,380 | (\$18,417) | \$53,560 | (\$16,597) | 0% | 90% | 10% | 0% | 0% | 0% |
| Hawaii | \$24,000 | \$100,000 | \$56,171 | \$63,409 | (\$7,238) | \$61,528 | (\$5,356) | 10% | 6% | 64% | 7% | 11% | 1% |
| Idaho | \$27,800 | \$160,000 | \$50,154 | \$57,335 | (\$7,180) | \$53,169 | (\$3,014) | 1% | 2% | 86% | 6% | 4% | 1% |
| Illinois | \$20,000 | \$150,000 | \$49,155 | \$64,729 | (\$15,575) | \$63,398 | (\$14,243) | 4% | 57% | 32% | 6% | 2% | 0% |
| Indiana | \$21,000 | \$166,000 | \$48,970 | \$56,836 | (\$7,866) | \$54,540 | (\$5,569) | 2% | 24% | 51% | 20% | 3% | 1% |
| Iowa | \$27,900 | \$188,800 | \$46,056 | \$53,817 | (\$7,761) | \$53,385 | (\$7,329) | 4% | 34% | 54% | 6% | 1% | 1% |
| Kansas | \$27,500 | \$94,259 | \$49,144 | \$61,428 | (\$12,284) | \$59,211 | (\$10,067) | 0% | 48% | 40% | 10% | 2% | 0% |
| Kentucky | \$24,562 | \$91,530 | \$47,588 | \$57,985 | (\$10,397) | \$55,916 | (\$8,327) | 7% | 32% | 48% | 11% | 3% | 0% |
| Louisiana | \$26,000 | \$140,000 | \$47,074 | \$56,383 | (\$9,309) | \$50,997 | (\$3,923) | 16% | 10% | 35% | 32% | 5% | 2% |
| Maine | \$34,174 | \$135,200 | \$49,368 | \$54,575 | (\$5,207) | \$52,391 | (\$3,023) | 0% | 21% | 55% | 15% | 7% | 1% |
| Maryland | \$28,000 | \$158,000 | \$54,416 | \$67,220 | (\$12,803) | \$66,638 | (\$12,222) | 3% | 45% | 37% | 10% | 4% | 1% |
| Massachusetts | \$25,000 | \$164,000 | \$55,597 | \$73,828 | (\$18,231) | \$71,737 | (\$16,140) | 14% | 50% | 22% | 11% | 2% | 1% |
| Michigan | \$19,200 | \$125,000 | \$48,102 | \$63,465 | (\$15,362) | \$61,854 | (\$13,752) | 9% | 57% | 26% | 7% | 1% | 0% |
| Minnesota | \$27,300 | \$114,000 | \$49,458 | \$65,242 | (\$15,784) | \$62,834 | (\$13,376) | 11% | 43% | 39% | 6% | 1% | 0% |
| Mississippi | \$29,000 | \$72,000 | \$46,271 | \$49,230 | (\$2,959) | \$46,884 | (\$612) | 0% | 18% | 43% | 26% | 12% | 1% |

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| State | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Missouri | \$24,732 | \$123,240 | \$51,229 | \$62,213 | (\$10,984) | \$60,306 | (\$9,077) | 3% | 41% | 35% | 17% | 3% | 1% |
| Montana | \$25,355 | \$89,440 | \$51,801 | \$52,070 | (\$269) | \$50,370 | \$1,431 | 0% | 7% | 33% | 53% | 4% | 4% |
| Nebraska | \$24,918 | \$95,680 | \$47,466 | \$56,616 | (\$9,149) | \$54,645 | (\$7,179) | 15% | 20% | 43% | 18% | 2% | 0% |
| Nevada | \$30,650 | \$150,000 | \$53,815 | \$60,261 | (\$6,446) | \$58,990 | (\$5,175) | 17% | 7% | 55% | 14% | 6% | 2% |
| New Hampshire | \$26,000 | \$149,000 | \$50,062 | \$60,836 | (\$10,775) | \$60,201 | (\$10,139) | 15% | 17% | 54% | 10% | 3% | 1% |
| New Jersey | \$24,000 | \$203,840 | \$52,429 | \$69,976 | (\$17,547) | \$67,240 | (\$14,812) | 5% | 58% | 30% | 5% | 2% | 0% |
| New Mexico | \$30,035 | \$93,600 | \$51,325 | \$61,364 | (\$10,039) | \$58,728 | (\$7,403) | 5% | 31% | 39% | 23% | 1% | 1% |
| New York | \$25,000 | \$206,000 | \$55,219 | \$70,235 | (\$15,016) | \$66,681 | (\$11,463) | 8% | 42% | 33% | 9% | 6% | 1% |
| North Carolina | \$29,000 | \$140,000 | \$51,143 | \$68,845 | (\$17,702) | \$64,616 | (\$13,472) | 6% | 53% | 31% | 8% | 2% | 0% |
| North Dakota | \$19,800 | \$66,295 | \$35,281 | \$47,384 | (\$12,103) | \$45,113 | (\$9,832) | 32% | 13% | 47% | 5% | 3% | 0% |
| Ohio | \$20,800 | \$150,000 | \$52,495 | \$60,223 | (\$7,728) | \$58,946 | (\$6,451) | 7% | 28% | 41% | 11% | 14% | 0% |
| Oklahoma | \$23,338 | \$124,800 | \$47,033 | \$55,059 | (\$8,027) | \$52,851 | (\$5,819) | 16% | 13% | 46% | 20% | 5% | 1% |
| Oregon | \$16,796 | \$124,800 | \$53,613 | \$58,410 | (\$4,797) | \$57,544 | (\$3,931) | 3% | 16% | 48% | 29% | 4% | 1% |
| Pennsylvania | \$22,000 | \$200,000 | \$53,831 | \$59,605 | (\$5,773) | \$57,894 | (\$4,063) | 3% | 24% | 42% | 24% | 7% | 1% |
| Puerto Rico | \$26,400 | \$75,254 | \$46,328 | \$42,265 | \$4,063 | \$39,860 | \$6,467 | 1% | 3% | 12% | 75% | 8% | 1% |
| Rhode Island | \$30,700 | \$104,000 | \$48,927 | \$58,871 | (\$9,943) | \$56,376 | (\$7,449) | 9% | 44% | 4% | 41% | 2% | 0% |
| South Carolina | \$25,106 | \$110,000 | \$48,787 | \$52,882 | (\$4,094) | \$50,640 | (\$1,853) | 3% | 16% | 33% | 43% | 3% | 1% |
| South Dakota | \$33,565 | \$83,200 | \$50,253 | \$52,718 | (\$2,466) | \$48,710 | \$1,543 | 2% | 17% | 19% | 51% | 8% | 3% |
| Tennessee | \$25,000 | \$130,000 | \$47,833 | \$58,171 | (\$10,338) | \$56,936 | (\$9,103) | 3% | 27% | 51% | 15% | 3% | 0% |
| Texas | \$17,160 | \$160,000 | \$49,816 | \$71,849 | (\$22,033) | \$66,870 | (\$17,055) | 10% | 66% | 16% | 6% | 1% | 0% |
| Utah | \$20,800 | \$153,000 | \$48,640 | \$56,018 | (\$7,378) | \$54,762 | (\$6,122) | 2% | 16% | 70% | 11% | 0% | 0% |
| Vermont | \$33,500 | \$110,000 | \$47,306 | \$54,930 | (\$7,624) | \$51,867 | (\$4,561) | 1% | 18% | 61% | 16% | 3% | 1% |
| Virgin Islands | \$30,000 | \$62,000 | \$40,135 | \$43,987 | (\$3,852) | \$40,593 | (\$459) | 42% | 17% | 0% | 0% | 33% | 8% |
| Virginia | \$19,200 | \$187,200 | \$51,896 | \$64,117 | (\$12,221) | \$61,173 | (\$9,277) | 4% | 32% | 46% | 15% | 3% | 1% |
| Washington | \$28,080 | \$170,000 | \$60,334 | \$75,436 | (\$15,102) | \$72,914 | (\$12,580) | 19% | 38% | 23% | 16% | 3% | 1% |
| West Virginia | \$26,000 | \$82,950 | \$45,271 | \$52,382 | (\$7,111) | \$49,898 | (\$4,627) | 15% | 9% | 37% | 35% | 3% | 2% |
| Wisconsin | \$28,435 | \$119,595 | \$48,450 | \$59,082 | (\$10,631) | \$57,223 | (\$8,773) | 10% | 39% | 35% | 10% | 3% | 2% |
| Wyoming | \$28,080 | \$95,000 | \$42,247 | \$58,414 | (\$16,168) | \$61,674 | (\$19,427) | 32% | 18% | 10% | 28% | 9% | 2% |

Appendix C — H-1B Computer Programming Wages Compared to National Wages by State and Occupation FY 2004

National Wages O.E.S. 2003

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Alabama | Programmers | \$25,000 | \$85,500 | \$49,371 | \$69,860 | (\$20,489) | \$56,500 | (\$7,129) | 1% | 20% | 68% | 11% | 0% | 0% |
| | Software Engineers | \$39,500 | \$150,000 | \$48,035 | \$70,040 | (\$22,005) | \$71,930 | (\$23,895) | 2% | 88% | 5% | 4% | 1% | 0% |
| | Support Specialists | \$59,745 | \$59,745 | \$59,745 | \$38,260 | \$21,485 | \$36,190 | \$23,555 | 0% | 0% | 0% | 0% | 0% | 100% |
| | Systems Analysts | \$34,694 | \$92,000 | \$48,389 | \$62,740 | (\$14,351) | \$62,840 | (\$14,451) | 24% | 38% | 31% | 3% | 3% | 1% |
| | Database administrators | \$47,000 | \$83,200 | \$67,700 | \$51,570 | \$16,130 | \$49,510 | \$18,190 | 0% | 0% | 17% | 17% | 50% | 17% |
| | Systems administrators | \$35,000 | \$35,000 | \$35,000 | \$54,200 | (\$19,200) | \$52,210 | (\$17,210) | 0% | 100% | 0% | 0% | 0% | 0% |
| | Network Analysts | \$50,000 | \$50,000 | \$50,000 | \$53,720 | (\$3,720) | \$51,800 | (\$1,800) | 0% | 0% | 100% | 0% | 0% | 0% |
| Alaska | Programmers | \$27,789 | \$68,910 | \$49,926 | \$58,350 | (\$8,424) | \$58,340 | (\$8,414) | 33% | 7% | 43% | 10% | 7% | 0% |
| | Software Engineers | \$47,000 | \$83,000 | \$66,800 | \$61,250 | \$5,550 | \$57,860 | \$8,940 | 0% | 20% | 0% | 60% | 20% | 0% |
| | Support Specialists | \$60,000 | \$60,000 | \$60,000 | \$44,930 | \$15,070 | \$43,670 | \$16,330 | 0% | 0% | 0% | 0% | 100% | 0% |
| | Systems Analysts | \$35,339 | \$110,000 | \$52,749 | \$69,300 | (\$16,551) | \$68,920 | (\$16,171) | 45% | 38% | 10% | 0% | 3% | 3% |
| | Network Analysts | \$45,330 | \$45,330 | \$45,330 | \$59,320 | (\$13,990) | \$61,330 | (\$16,000) | 0% | 100% | 0% | 0% | 0% | 0% |
| Arizona | Computer scientists | \$27,518 | \$80,750 | \$57,932 | \$76,390 | (\$18,458) | \$81,170 | (\$23,238) | 0% | 22% | 78% | 0% | 0% | 0% |
| | Programmers | \$29,120 | \$110,500 | \$47,085 | \$57,570 | (\$10,485) | \$56,040 | (\$8,955) | 1% | 17% | 74% | 7% | 1% | 0% |
| | Software Engineers | \$34,000 | \$150,000 | \$58,461 | \$73,170 | (\$14,709) | \$66,480 | (\$8,019) | 0% | 57% | 21% | 14% | 8% | 0% |
| | Systems Analysts | \$19,200 | \$106,181 | \$47,015 | \$64,550 | (\$17,535) | \$64,120 | (\$17,105) | 16% | 58% | 19% | 3% | 1% | 1% |
| | Database administrators | \$38,501 | \$110,000 | \$64,551 | \$60,380 | \$4,171 | \$58,450 | \$6,101 | 0% | 13% | 40% | 33% | 7% | 7% |
| | Systems administrators | \$36,000 | \$86,700 | \$46,079 | \$55,750 | (\$9,671) | \$52,640 | (\$6,561) | 0% | 79% | 0% | 8% | 8% | 4% |
| | Network Analysts | \$47,528 | \$47,528 | \$47,528 | \$60,030 | (\$12,502) | \$56,490 | (\$8,962) | 0% | 0% | 100% | 0% | 0% | 0% |
| Arkansas | Programmers | \$19,100 | \$125,000 | \$49,939 | \$48,690 | \$1,249 | \$47,380 | \$2,559 | 1% | 8% | 20% | 59% | 10% | 2% |
| | Software Engineers | \$33,700 | \$85,000 | \$41,795 | \$51,790 | (\$9,995) | \$50,430 | (\$8,635) | 0% | 0% | 82% | 12% | 5% | 1% |
| | Systems Analysts | \$30,000 | \$115,000 | \$51,466 | \$54,580 | (\$3,114) | \$53,860 | (\$2,394) | 2% | 10% | 34% | 51% | 2% | 1% |
| | Database administrators | \$43,000 | \$68,000 | \$59,457 | \$45,500 | \$13,957 | \$40,560 | \$18,897 | 0% | 0% | 0% | 14% | 86% | 0% |
| | Systems administrators | \$45,000 | \$65,000 | \$56,167 | \$46,420 | \$9,747 | \$45,040 | \$11,127 | 0% | 0% | 25% | 25% | 50% | 0% |

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| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| California | Computer scientists | \$31,044 | \$149,040 | \$85,313 | \$98,380 | (\$13,067) | \$92,320 | (\$7,007) | 4% | 25% | 37% | 29% | 4% | 0% |
| | Programmers | \$18,200 | \$166,400 | \$53,387 | \$73,960 | (\$20,573) | \$71,900 | (\$18,513) | 12% | 59% | 20% | 6% | 2% | 0% |
| | Software Engineers | \$16,872 | \$228,800 | \$70,365 | \$86,860 | (\$16,495) | \$83,040 | (\$12,675) | 17% | 35% | 25% | 17% | 5% | 1% |
| | Support Specialists | \$27,040 | \$113,000 | \$49,479 | \$46,890 | \$2,589 | \$43,620 | \$5,859 | 0% | 11% | 43% | 9% | 27% | 9% |
| | Systems Analysts | \$18,720 | \$218,400 | \$52,352 | \$69,310 | (\$16,958) | \$67,070 | (\$14,718) | 25% | 43% | 19% | 8% | 3% | 2% |
| | Database administrators | \$27,600 | \$125,500 | \$66,291 | \$66,170 | \$121 | \$64,090 | \$2,201 | 5% | 17% | 29% | 21% | 21% | 7% |
| | Systems administrators | \$26,400 | \$111,500 | \$38,335 | \$64,650 | (\$26,315) | \$61,930 | (\$23,595) | 83% | 4% | 5% | 3% | 4% | 2% |
| | Network Analysts | \$19,200 | \$150,000 | \$58,771 | \$68,670 | (\$9,899) | \$64,330 | (\$5,559) | 1% | 29% | 55% | 8% | 5% | 1% |
| Colorado | Computer scientists | \$50,000 | \$85,000 | \$69,098 | \$87,760 | (\$18,662) | \$84,290 | (\$15,192) | 14% | 29% | 29% | 29% | 0% | 0% |
| | Programmers | \$30,000 | \$110,240 | \$51,266 | \$68,410 | (\$17,144) | \$67,580 | (\$16,314) | 9% | 50% | 32% | 8% | 1% | 0% |
| | Software Engineers | \$27,550 | \$170,000 | \$57,262 | \$77,240 | (\$19,978) | \$73,520 | (\$16,258) | 3% | 58% | 26% | 7% | 5% | 1% |
| | Support Specialists | \$45,384 | \$85,346 | \$65,365 | \$47,540 | \$17,825 | \$43,090 | \$22,275 | 0% | 0% | 0% | 50% | 0% | 50% |
| | Systems Analysts | \$31,241 | \$104,749 | \$53,770 | \$68,780 | (\$15,010) | \$68,890 | (\$15,120) | 12% | 57% | 16% | 12% | 1% | 1% |
| | Database administrators | \$29,550 | \$125,000 | \$65,277 | \$61,720 | \$3,557 | \$57,920 | \$7,357 | 5% | 23% | 23% | 13% | 21% | 15% |
| | Systems administrators | \$31,000 | \$97,336 | \$59,470 | \$65,070 | (\$5,600) | \$62,730 | (\$3,260) | 15% | 23% | 23% | 15% | 15% | 8% |
| | Network Analysts | \$45,000 | \$68,827 | \$48,405 | \$64,690 | (\$16,285) | \$64,640 | (\$16,235) | 0% | 86% | 0% | 14% | 0% | 0% |
| Connecticut | Computer scientists | \$35,600 | \$135,000 | \$71,045 | \$88,870 | (\$17,825) | \$87,450 | (\$16,405) | 18% | 36% | 27% | 0% | 9% | 9% |
| | Programmers | \$24,960 | \$260,000 | \$50,171 | \$71,410 | (\$21,239) | \$66,170 | (\$15,999) | 11% | 63% | 20% | 5% | 1% | 0% |
| | Software Engineers | \$30,000 | \$160,000 | \$63,405 | \$73,670 | (\$10,265) | \$71,150 | (\$7,745) | 10% | 41% | 17% | 22% | 7% | 2% |
| | Support Specialists | \$34,570 | \$43,200 | \$38,164 | \$45,000 | (\$6,836) | \$42,930 | (\$4,766) | 0% | 14% | 71% | 14% | 0% | 0% |
| | Systems Analysts | \$33,000 | \$114,500 | \$52,477 | \$69,570 | (\$17,093) | \$66,960 | (\$14,483) | 28% | 43% | 20% | 6% | 1% | 1% |
| | Database administrators | \$35,000 | \$110,000 | \$61,052 | \$63,660 | (\$2,608) | \$60,620 | \$432 | 2% | 22% | 24% | 37% | 12% | 3% |
| | Systems administrators | \$35,000 | \$69,992 | \$51,182 | \$66,610 | (\$15,428) | \$64,280 | (\$13,098) | 10% | 52% | 14% | 24% | 0% | 0% |
| | Network Analysts | \$30,984 | \$72,000 | \$51,350 | \$70,950 | (\$19,600) | \$66,750 | (\$15,400) | 3% | 20% | 76% | 1% | 0% | 0% |

Continued

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Delaware | Programmers | \$34,750 | \$100,000 | \$40,925 | \$75,230 | (\$34,305) | \$72,290 | (\$31,365) | 62% | 33% | 4% | 1% | 0% | 0% |
| | Software Engineers | \$42,000 | \$155,000 | \$53,543 | \$87,720 | (\$34,177) | \$84,290 | (\$30,747) | 69% | 22% | 5% | 3% | 0% | 0% |
| | Systems Analysts | \$30,000 | \$110,000 | \$53,605 | \$69,190 | (\$15,585) | \$70,540 | (\$16,935) | 10% | 57% | 25% | 4% | 1% | 3% |
| | Database administrators | \$32,500 | \$111,157 | \$70,463 | \$64,800 | \$5,663 | \$65,090 | \$5,373 | 23% | 0% | 9% | 50% | 5% | 14% |
| | Systems administrators | \$36,000 | \$66,000 | \$45,748 | \$66,380 | (\$20,632) | \$68,200 | (\$22,452) | 21% | 64% | 14% | 0% | 0% | 0% |
| | Network Analysts | \$67,000 | \$69,700 | \$68,350 | \$62,770 | \$5,580 | \$64,300 | \$4,050 | 0% | 0% | 0% | 100% | 0% | 0% |
| District of Columbia | Computer scientists | \$65,200 | \$104,000 | \$84,600 | \$91,020 | (\$6,420) | \$88,550 | (\$3,950) | 0% | 50% | 0% | 50% | 0% | 0% |
| | Programmers | \$29,890 | \$127,920 | \$51,415 | \$61,530 | (\$10,115) | \$57,760 | (\$6,345) | 1% | 41% | 43% | 10% | 4% | 1% |
| | Software Engineers | \$38,688 | \$158,721 | \$58,056 | \$76,300 | (\$18,244) | \$74,570 | (\$16,514) | 10% | 64% | 12% | 10% | 3% | 2% |
| | Support Specialists | \$29,162 | \$44,000 | \$35,435 | \$43,500 | (\$8,065) | \$41,880 | (\$6,445) | 0% | 50% | 25% | 25% | 0% | 0% |
| | Systems Analysts | \$32,000 | \$151,840 | \$54,079 | \$76,930 | (\$22,851) | \$78,000 | (\$23,921) | 58% | 29% | 7% | 5% | 0% | 1% |
| | Database administrators | \$37,500 | \$95,000 | \$65,779 | \$60,190 | \$5,589 | \$54,270 | \$11,509 | 0% | 0% | 31% | 38% | 31% | 0% |
| | Systems administrators | \$41,600 | \$104,600 | \$74,296 | \$59,860 | \$14,436 | \$58,880 | \$15,416 | 0% | 26% | 22% | 4% | 4% | 43% |
| | Network Analysts | \$41,500 | \$120,000 | \$55,002 | \$65,060 | (\$10,058) | \$61,380 | (\$6,378) | 23% | 46% | 15% | 8% | 0% | 8% |
| Florida | Computer scientists | \$25,500 | \$101,920 | \$54,510 | \$75,650 | (\$21,140) | \$70,870 | (\$16,360) | 50% | 0% | 30% | 10% | 10% | 0% |
| | Programmers | \$20,800 | \$125,000 | \$46,953 | \$64,360 | (\$17,407) | \$59,050 | (\$12,097) | 4% | 40% | 45% | 10% | 1% | 0% |
| | Software Engineers | \$26,000 | \$208,000 | \$53,010 | \$73,150 | (\$20,140) | \$68,000 | (\$14,990) | 47% | 24% | 15% | 11% | 3% | 0% |
| | Support Specialists | \$19,968 | \$76,000 | \$40,019 | \$35,850 | \$4,169 | \$32,680 | \$7,339 | 8% | 23% | 8% | 38% | 0% | 23% |
| | Systems Analysts | \$28,500 | \$165,006 | \$53,363 | \$59,010 | (\$5,647) | \$56,960 | (\$3,597) | 6% | 32% | 29% | 19% | 5% | 10% |
| | Database administrators | \$30,000 | \$98,554 | \$57,069 | \$51,710 | \$5,359 | \$47,710 | \$9,359 | 0% | 13% | 28% | 25% | 28% | 6% |
| | Systems administrators | \$30,000 | \$80,000 | \$54,867 | \$55,570 | (\$703) | \$53,360 | \$1,507 | 7% | 20% | 27% | 27% | 20% | 0% |
| | Network Analysts | \$37,731 | \$65,200 | \$46,913 | \$57,320 | (\$10,407) | \$55,110 | (\$8,197) | 0% | 20% | 70% | 10% | 0% | 0% |

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| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Georgia | Computer scientists | \$50,000 | \$108,462 | \$72,626 | \$63,340 | \$9,286 | \$58,950 | \$13,676 | 0% | 0% | 41% | 18% | 18% | 24% |
| | Programmers | \$24,000 | \$124,800 | \$45,586 | \$59,770 | (\$14,184) | \$57,940 | (\$12,354) | 2% | 49% | 42% | 6% | 1% | 0% |
| | Software Engineers | \$30,000 | \$124,800 | \$55,299 | \$65,750 | (\$10,451) | \$57,880 | (\$2,581) | 24% | 38% | 7% | 19% | 11% | 1% |
| | Support Specialists | \$24,336 | \$51,300 | \$30,763 | \$40,430 | (\$9,667) | \$38,380 | (\$7,617) | 0% | 40% | 45% | 10% | 5% | 0% |
| | Systems Analysts | \$25,397 | \$123,333 | \$54,897 | \$70,940 | (\$16,043) | \$68,300 | (\$13,403) | 14% | 50% | 26% | 9% | 2% | 0% |
| | Database administrators | \$35,443 | \$93,000 | \$62,093 | \$67,310 | (\$5,217) | \$65,570 | (\$3,477) | 0% | 20% | 38% | 33% | 9% | 0% |
| | Systems administrators | \$34,382 | \$84,960 | \$47,093 | \$57,250 | (\$10,157) | \$55,730 | (\$8,637) | 8% | 59% | 8% | 16% | 5% | 3% |
| | Network Analysts | \$38,000 | \$83,200 | \$50,623 | \$61,600 | (\$10,977) | \$60,080 | (\$9,457) | 0% | 15% | 81% | 3% | 1% | 0% |
| Guam | Systems Analysts | \$32,905 | \$52,998 | \$36,963 | \$55,380 | (\$18,417) | \$53,560 | (\$16,597) | 0% | 90% | 10% | 0% | 0% | 0% |
| Hawaii | Computer scientists | \$60,000 | \$100,000 | \$73,750 | \$72,820 | \$930 | \$70,040 | \$3,710 | 0% | 0% | 50% | 25% | 25% | 0% |
| | Programmers | \$24,000 | \$73,195 | \$49,151 | \$53,560 | (\$4,409) | \$51,930 | (\$2,779) | 9% | 9% | 48% | 13% | 22% | 0% |
| | Software Engineers | \$24,000 | \$97,064 | \$59,831 | \$66,590 | (\$6,759) | \$64,320 | (\$4,489) | 2% | 3% | 82% | 1% | 9% | 2% |
| | Systems Analysts | \$28,800 | \$75,000 | \$47,170 | \$64,260 | (\$17,090) | \$64,090 | (\$16,920) | 48% | 20% | 12% | 20% | 0% | 0% |
| | Database administrators | \$36,400 | \$96,000 | \$66,200 | \$68,470 | (\$2,270) | \$64,900 | \$1,300 | 50% | 0% | 0% | 50% | 0% | 0% |
| | Network Analysts | \$60,000 | \$60,000 | \$60,000 | \$53,020 | \$6,980 | \$51,940 | \$8,060 | 0% | 0% | 0% | 100% | 0% | 0% |
| Idaho | Programmers | \$27,800 | \$160,000 | \$48,140 | \$55,830 | (\$7,690) | \$50,800 | (\$2,660) | 1% | 1% | 88% | 6% | 2% | 1% |
| | Software Engineers | \$52,000 | \$127,920 | \$74,136 | \$65,820 | \$8,316 | \$65,420 | \$8,716 | 0% | 0% | 38% | 33% | 24% | 5% |
| | Systems Analysts | \$40,627 | \$75,483 | \$52,860 | \$60,510 | (\$7,650) | \$58,210 | (\$5,350) | 0% | 8% | 84% | 2% | 7% | 0% |
| | Systems administrators | \$43,555 | \$52,500 | \$48,028 | \$48,490 | (\$463) | \$47,030 | \$998 | 0% | 0% | 50% | 50% | 0% | 0% |
| Illinois | Computer scientists | \$35,000 | \$86,040 | \$58,334 | \$71,520 | (\$13,186) | \$70,740 | (\$12,406) | 10% | 10% | 50% | 30% | 0% | 0% |
| | Programmers | \$20,000 | \$130,000 | \$47,330 | \$63,830 | (\$16,500) | \$62,660 | (\$15,330) | 3% | 59% | 32% | 5% | 1% | 0% |
| | Software Engineers | \$27,664 | \$133,000 | \$55,255 | \$67,870 | (\$12,615) | \$66,670 | (\$11,415) | 9% | 51% | 23% | 12% | 4% | 1% |
| | Support Specialists | \$28,000 | \$60,000 | \$40,868 | \$43,920 | (\$3,052) | \$41,760 | (\$892) | 0% | 25% | 50% | 0% | 25% | 0% |
| | Systems Analysts | \$26,150 | \$150,000 | \$53,299 | \$67,150 | (\$13,851) | \$65,260 | (\$11,961) | 5% | 49% | 36% | 8% | 2% | 0% |
| | Database administrators | \$27,888 | \$92,000 | \$40,956 | \$58,010 | (\$17,054) | \$55,600 | (\$14,644) | 0% | 68% | 21% | 8% | 3% | 0% |
| | Systems administrators | \$39,000 | \$90,000 | \$53,919 | \$60,660 | (\$6,741) | \$57,070 | (\$3,151) | 0% | 40% | 30% | 18% | 8% | 4% |
| | Network Analysts | \$35,000 | \$90,000 | \$58,825 | \$62,660 | (\$3,835) | \$60,620 | (\$1,795) | 13% | 13% | 38% | 13% | 25% | 0% |

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| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------|-------------------------|------------|-----------|-----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Indiana | Computer scientists | \$50,000 | \$50,000 | \$50,000 | \$86,650 | (\$36,650) | \$78,110 | (\$28,110) | 0% | 100% | 0% | 0% | 0% | 0% |
| | Programmers | \$21,000 | \$90,000 | \$46,539 | \$54,710 | (\$8,171) | \$53,010 | (\$6,471) | 1% | 30% | 53% | 13% | 3% | 0% |
| | Software Engineers | \$34,900 | \$166,000 | \$54,570 | \$66,440 | (\$11,870) | \$64,830 | (\$10,260) | 3% | 66% | 13% | 11% | 3% | 3% |
| | Systems Analysts | \$30,000 | \$153,920 | \$51,922 | \$58,920 | (\$6,998) | \$55,330 | (\$3,408) | 4% | 4% | 59% | 30% | 2% | 1% |
| | Database administrators | \$35,360 | \$77,200 | \$55,643 | \$51,920 | \$3,723 | \$46,000 | \$9,643 | 0% | 0% | 25% | 58% | 17% | 0% |
| | Systems administrators | \$32,000 | \$70,096 | \$60,108 | \$50,040 | \$10,068 | \$48,310 | \$11,798 | 0% | 10% | 10% | 10% | 70% | 0% |
| | Network Analysts | \$53,326 | \$69,516 | \$53,643 | \$55,400 | (\$1,757) | \$53,190 | \$453 | 0% | 0% | 0% | 98% | 2% | 0% |
| Iowa | Computer scientists | \$188,800 | \$188,800 | \$188,800 | \$64,250 | \$124,550 | \$65,870 | \$122,930 | 0% | 0% | 0% | 0% | 0% | 100% |
| | Programmers | \$27,900 | \$102,000 | \$45,496 | \$52,190 | (\$6,694) | \$51,970 | (\$6,474) | 2% | 26% | 65% | 5% | 1% | 1% |
| | Software Engineers | \$31,520 | \$81,000 | \$48,694 | \$62,640 | (\$13,946) | \$61,600 | (\$12,906) | 15% | 34% | 38% | 11% | 3% | 0% |
| | Systems Analysts | \$30,014 | \$130,000 | \$47,115 | \$59,490 | (\$12,375) | \$58,190 | (\$11,075) | 11% | 74% | 6% | 6% | 1% | 1% |
| | Database administrators | \$50,787 | \$93,564 | \$68,838 | \$52,910 | \$15,928 | \$50,630 | \$18,208 | 0% | 0% | 0% | 50% | 33% | 17% |
| | Systems administrators | \$30,000 | \$144,000 | \$58,976 | \$50,230 | \$8,746 | \$49,000 | \$9,976 | 33% | 0% | 17% | 33% | 0% | 17% |
| Kansas | Computer scientists | \$37,050 | \$37,050 | \$37,050 | \$74,240 | (\$37,190) | \$79,240 | (\$42,190) | 100% | 0% | 0% | 0% | 0% | 0% |
| | Programmers | \$34,666 | \$94,259 | \$48,408 | \$60,990 | (\$12,582) | \$58,920 | (\$10,512) | 0% | 46% | 44% | 9% | 1% | 0% |
| | Support Specialists | \$32,000 | \$32,000 | \$32,000 | \$41,560 | (\$9,560) | \$38,100 | (\$6,100) | 0% | 0% | 100% | 0% | 0% | 0% |
| | Systems Analysts | \$27,500 | \$85,000 | \$50,717 | \$64,140 | (\$13,423) | \$61,460 | (\$10,743) | 1% | 65% | 22% | 8% | 3% | 0% |
| | Database administrators | \$36,000 | \$92,991 | \$62,657 | \$60,580 | \$2,077 | \$56,840 | \$5,817 | 0% | 23% | 6% | 47% | 23% | 0% |
| | Systems administrators | \$36,026 | \$80,000 | \$45,231 | \$52,610 | (\$7,379) | \$50,150 | (\$4,919) | 0% | 67% | 8% | 0% | 17% | 8% |
| | Network Analysts | \$55,000 | \$55,000 | \$55,000 | \$63,990 | (\$8,990) | \$60,070 | (\$5,070) | 0% | 0% | 100% | 0% | 0% | 0% |
| Kentucky | Programmers | \$24,562 | \$91,437 | \$46,224 | \$55,930 | (\$9,706) | \$53,930 | (\$7,706) | 2% | 34% | 52% | 9% | 3% | 0% |
| | Software Engineers | \$33,435 | \$75,000 | \$47,911 | \$61,490 | (\$13,579) | \$60,610 | (\$12,699) | 4% | 60% | 32% | 2% | 2% | 0% |
| | Systems Analysts | \$32,000 | \$87,000 | \$51,231 | \$62,860 | (\$11,629) | \$59,900 | (\$8,669) | 22% | 10% | 45% | 21% | 1% | 0% |
| | Database administrators | \$33,098 | \$91,530 | \$60,552 | \$54,830 | \$5,722 | \$56,780 | \$3,772 | 0% | 25% | 13% | 38% | 0% | 25% |
| | Systems administrators | \$37,200 | \$79,000 | \$52,935 | \$49,410 | \$3,525 | \$48,400 | \$4,535 | 0% | 14% | 29% | 29% | 14% | 14% |
| | Network Analysts | \$35,000 | \$57,909 | \$50,273 | \$54,480 | (\$4,207) | \$52,950 | (\$2,677) | 0% | 33% | 0% | 67% | 0% | 0% |

Continued

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|---------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Louisiana | Computer scientists | \$32,500 | \$32,500 | \$32,500 | \$54,390 | (\$21,890) | \$52,210 | (\$19,710) | 0% | 100% | 0% | 0% | 0% | 0% |
| | Programmers | \$26,000 | \$140,000 | \$49,326 | \$50,990 | (\$1,664) | \$45,580 | \$3,746 | 0% | 5% | 32% | 53% | 8% | 1% |
| | Software Engineers | \$30,352 | \$85,700 | \$37,761 | \$72,600 | (\$34,839) | \$64,320 | (\$26,559) | 72% | 12% | 7% | 8% | 1% | 0% |
| | Support Specialists | \$33,000 | \$33,000 | \$33,000 | \$37,900 | (\$4,900) | \$34,660 | (\$1,660) | 0% | 0% | 100% | 0% | 0% | 0% |
| | Systems Analysts | \$32,189 | \$105,000 | \$49,378 | \$54,960 | (\$5,582) | \$52,490 | (\$3,112) | 2% | 21% | 67% | 4% | 2% | 4% |
| | Database administrators | \$35,000 | \$85,000 | \$65,000 | \$49,970 | \$15,030 | \$47,490 | \$17,510 | 0% | 0% | 33% | 17% | 0% | 50% |
| | Systems administrators | \$35,000 | \$49,000 | \$43,600 | \$62,410 | (\$18,810) | \$48,400 | (\$4,800) | 0% | 20% | 40% | 40% | 0% | 0% |
| Maine | Programmers | \$36,000 | \$85,000 | \$47,925 | \$51,720 | (\$3,795) | \$48,810 | (\$885) | 0% | 10% | 62% | 17% | 10% | 1% |
| | Software Engineers | \$41,500 | \$135,200 | \$54,170 | \$63,420 | (\$9,250) | \$62,060 | (\$7,890) | 0% | 74% | 9% | 13% | 2% | 1% |
| | Systems Analysts | \$34,174 | \$87,500 | \$50,816 | \$58,550 | (\$7,734) | \$58,450 | (\$7,634) | 2% | 22% | 69% | 5% | 1% | 1% |
| | Database administrators | \$60,000 | \$72,000 | \$66,000 | \$52,500 | \$13,500 | \$51,720 | \$14,280 | 0% | 0% | 0% | 50% | 50% | 0% |
| | Systems administrators | \$41,800 | \$41,800 | \$41,800 | \$49,070 | (\$7,270) | \$47,830 | (\$6,030) | 0% | 0% | 100% | 0% | 0% | 0% |
| Maryland | Computer scientists | \$40,133 | \$125,000 | \$69,922 | \$80,110 | (\$10,188) | \$78,700 | (\$8,778) | 11% | 22% | 39% | 17% | 6% | 6% |
| | Programmers | \$28,000 | \$120,000 | \$50,679 | \$63,150 | (\$12,471) | \$62,770 | (\$12,091) | 1% | 47% | 41% | 7% | 4% | 0% |
| | Software Engineers | \$30,000 | \$156,040 | \$63,439 | \$79,530 | (\$16,091) | \$78,250 | (\$14,811) | 4% | 47% | 31% | 15% | 2% | 0% |
| | Support Specialists | \$29,328 | \$50,000 | \$40,090 | \$46,850 | (\$6,760) | \$43,960 | (\$3,870) | 0% | 29% | 29% | 41% | 0% | 0% |
| | Systems Analysts | \$30,576 | \$126,500 | \$59,733 | \$69,100 | (\$9,367) | \$69,720 | (\$9,987) | 12% | 40% | 22% | 16% | 7% | 4% |
| | Database administrators | \$37,440 | \$158,000 | \$62,421 | \$68,220 | (\$5,799) | \$62,790 | (\$369) | 0% | 20% | 34% | 36% | 7% | 2% |
| | Systems administrators | \$30,000 | \$95,000 | \$57,240 | \$62,480 | (\$5,240) | \$61,420 | (\$4,180) | 12% | 21% | 21% | 33% | 9% | 3% |
| | Network Analysts | \$37,500 | \$70,000 | \$53,670 | \$67,360 | (\$13,690) | \$62,220 | (\$8,550) | 0% | 13% | 63% | 25% | 0% | 0% |
| Massachusetts | Computer scientists | \$37,500 | \$119,000 | \$80,404 | \$94,660 | (\$14,256) | \$93,150 | (\$12,746) | 9% | 29% | 38% | 21% | 3% | 0% |
| | Programmers | \$25,000 | \$124,800 | \$50,941 | \$69,040 | (\$18,099) | \$66,960 | (\$16,019) | 8% | 59% | 23% | 7% | 1% | 1% |
| | Software Engineers | \$29,897 | \$161,000 | \$63,421 | \$85,390 | (\$21,969) | \$83,420 | (\$19,999) | 28% | 37% | 19% | 14% | 1% | 0% |
| | Support Specialists | \$27,331 | \$83,460 | \$40,881 | \$53,310 | (\$12,429) | \$49,260 | (\$8,379) | 23% | 15% | 46% | 8% | 8% | 0% |
| | Systems Analysts | \$30,000 | \$164,000 | \$52,888 | \$65,080 | (\$12,192) | \$62,740 | (\$9,852) | 5% | 54% | 22% | 14% | 4% | 1% |
| | Database administrators | \$35,360 | \$101,200 | \$62,045 | \$62,810 | (\$765) | \$59,440 | \$2,605 | 0% | 33% | 12% | 35% | 20% | 1% |
| | Systems administrators | \$40,227 | \$102,050 | \$64,051 | \$63,170 | \$881 | \$61,570 | \$2,481 | 2% | 19% | 19% | 40% | 12% | 7% |
| | Network Analysts | \$45,000 | \$98,562 | \$57,490 | \$67,920 | (\$10,430) | \$65,400 | (\$7,910) | 0% | 32% | 63% | 1% | 4% | 0% |

Continued

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Michigan | Computer scientists | \$31,720 | \$81,827 | \$48,068 | \$77,490 | (\$29,422) | \$68,680 | (\$20,612) | 60% | 0% | 20% | 20% | 0% | 0% |
| | Programmers | \$23,625 | \$120,640 | \$46,729 | \$61,750 | (\$15,021) | \$59,810 | (\$13,081) | 7% | 57% | 27% | 7% | 1% | 0% |
| | Software Engineers | \$37,000 | \$120,000 | \$52,294 | \$71,620 | (\$19,326) | \$69,110 | (\$16,816) | 27% | 53% | 12% | 6% | 2% | 0% |
| | Support Specialists | \$38,500 | \$84,000 | \$64,662 | \$40,560 | \$24,102 | \$36,580 | \$28,082 | 0% | 0% | 0% | 40% | 0% | 60% |
| | Systems Analysts | \$19,200 | \$125,000 | \$50,856 | \$65,710 | (\$14,854) | \$65,920 | (\$15,064) | 6% | 58% | 30% | 5% | 1% | 0% |
| | Database administrators | \$27,040 | \$89,630 | \$50,046 | \$55,730 | (\$5,684) | \$52,620 | (\$2,574) | 2% | 26% | 44% | 19% | 7% | 2% |
| | Systems administrators | \$33,946 | \$86,400 | \$45,824 | \$54,630 | (\$8,806) | \$53,200 | (\$7,376) | 3% | 56% | 16% | 19% | 3% | 3% |
| | Network Analysts | \$40,414 | \$51,503 | \$42,934 | \$56,670 | (\$13,736) | \$53,710 | (\$10,776) | 0% | 57% | 43% | 0% | 0% | 0% |
| Minnesota | Programmers | \$27,300 | \$110,000 | \$46,791 | \$63,830 | (\$17,039) | \$60,600 | (\$13,809) | 9% | 42% | 43% | 5% | 1% | 0% |
| | Software Engineers | \$37,100 | \$107,000 | \$57,421 | \$73,100 | (\$15,679) | \$72,000 | (\$14,579) | 11% | 55% | 17% | 16% | 2% | 0% |
| | Support Specialists | \$30,000 | \$73,200 | \$58,800 | \$41,990 | \$16,810 | \$40,120 | \$18,680 | 0% | 33% | 0% | 0% | 0% | 67% |
| | Systems Analysts | \$34,086 | \$108,000 | \$50,210 | \$64,540 | (\$14,330) | \$63,240 | (\$13,030) | 15% | 43% | 39% | 2% | 1% | 0% |
| | Database administrators | \$37,015 | \$114,000 | \$62,003 | \$64,160 | (\$2,157) | \$63,900 | (\$1,897) | 0% | 10% | 60% | 20% | 0% | 10% |
| | Systems administrators | \$37,024 | \$70,000 | \$47,467 | \$58,240 | (\$10,773) | \$56,920 | (\$9,453) | 33% | 17% | 33% | 0% | 17% | 0% |
| | Network Analysts | \$50,320 | \$57,760 | \$57,686 | \$62,480 | (\$4,794) | \$59,490 | (\$1,804) | 0% | 0% | 100% | 0% | 0% | 0% |
| Mississippi | Programmers | \$29,000 | \$72,000 | \$43,037 | \$47,330 | (\$4,293) | \$44,890 | (\$1,853) | 0% | 14% | 57% | 19% | 8% | 1% |
| | Software Engineers | \$38,000 | \$71,400 | \$51,089 | \$53,930 | (\$2,841) | \$49,550 | \$1,539 | 0% | 42% | 0% | 35% | 23% | 0% |
| | Systems Analysts | \$34,112 | \$71,000 | \$51,451 | \$50,960 | \$491 | \$50,290 | \$1,161 | 0% | 11% | 38% | 38% | 14% | 0% |
| Missouri | Programmers | \$24,732 | \$110,240 | \$50,151 | \$60,230 | (\$10,079) | \$58,170 | (\$8,019) | 1% | 35% | 42% | 19% | 2% | 0% |
| | Software Engineers | \$27,456 | \$115,000 | \$55,959 | \$76,100 | (\$20,141) | \$71,010 | (\$15,051) | 17% | 46% | 19% | 18% | 0% | 0% |
| | Support Specialists | \$26,000 | \$77,000 | \$50,188 | \$39,410 | \$10,778 | \$37,280 | \$12,908 | 0% | 33% | 0% | 0% | 33% | 33% |
| | Systems Analysts | \$28,000 | \$123,240 | \$51,573 | \$60,380 | (\$8,807) | \$60,950 | (\$9,377) | 2% | 60% | 21% | 11% | 5% | 1% |
| | Database administrators | \$33,770 | \$75,000 | \$54,108 | \$56,410 | (\$2,302) | \$57,200 | (\$3,092) | 0% | 11% | 56% | 22% | 11% | 0% |
| | Systems administrators | \$32,000 | \$75,000 | \$49,922 | \$53,840 | (\$3,918) | \$52,470 | (\$2,548) | 6% | 22% | 44% | 11% | 17% | 0% |
| | Network Analysts | \$48,000 | \$82,000 | \$73,500 | \$58,190 | \$15,310 | \$56,530 | \$16,970 | 0% | 0% | 25% | 0% | 75% | 0% |
| Montana | Programmers | \$25,355 | \$69,300 | \$49,088 | \$51,410 | (\$2,322) | \$49,540 | (\$452) | 0% | 8% | 35% | 55% | 2% | 0% |
| | Software Engineers | \$51,000 | \$89,440 | \$74,147 | \$57,230 | \$16,917 | \$57,860 | \$16,287 | 0% | 0% | 33% | 0% | 0% | 67% |
| | Systems Analysts | \$68,680 | \$81,141 | \$73,773 | \$57,690 | \$16,083 | \$56,440 | \$17,333 | 0% | 0% | 0% | 67% | 33% | 0% |

Continued

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|---------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Nebraska | Computer scientists | \$32,960 | \$32,960 | \$32,960 | \$63,550 | (\$30,590) | \$57,870 | (\$24,910) | 0% | 100% | 0% | 0% | 0% | 0% |
| | Programmers | \$24,918 | \$82,000 | \$47,725 | \$55,800 | (\$8,075) | \$52,980 | (\$5,255) | 5% | 21% | 53% | 19% | 2% | 0% |
| | Software Engineers | \$28,000 | \$84,000 | \$53,932 | \$59,280 | (\$5,348) | \$59,490 | (\$5,558) | 2% | 28% | 40% | 23% | 7% | 0% |
| | Support Specialists | \$52,416 | \$52,416 | \$52,416 | \$38,120 | \$14,296 | \$35,610 | \$16,806 | 0% | 0% | 0% | 0% | 100% | 0% |
| | Systems Analysts | \$32,683 | \$95,680 | \$43,550 | \$58,170 | (\$14,620) | \$58,070 | (\$14,520) | 56% | 13% | 14% | 14% | 1% | 2% |
| | Database administrators | \$38,400 | \$71,404 | \$55,823 | \$60,860 | (\$5,037) | \$59,850 | (\$4,027) | 0% | 20% | 40% | 40% | 0% | 0% |
| | Systems administrators | \$32,683 | \$45,000 | \$39,227 | \$55,920 | (\$16,693) | \$54,490 | (\$15,263) | 33% | 33% | 33% | 0% | 0% | 0% |
| | Network Analysts | \$63,270 | \$63,270 | \$63,270 | \$49,730 | \$13,540 | \$48,030 | \$15,240 | 0% | 0% | 0% | 0% | 100% | 0% |
| Nevada | Programmers | \$34,996 | \$104,000 | \$53,289 | \$57,420 | (\$4,131) | \$56,480 | (\$3,191) | 7% | 4% | 68% | 15% | 6% | 1% |
| | Software Engineers | \$30,650 | \$150,000 | \$57,323 | \$75,340 | (\$18,017) | \$71,340 | (\$14,017) | 44% | 11% | 22% | 17% | 4% | 2% |
| | Support Specialists | \$78,033 | \$78,033 | \$78,033 | \$34,120 | \$43,913 | \$30,800 | \$47,233 | 0% | 0% | 0% | 0% | 0% | 100% |
| | Systems Analysts | \$41,600 | \$150,000 | \$52,782 | \$65,760 | (\$12,978) | \$64,900 | (\$12,118) | 62% | 16% | 4% | 7% | 5% | 5% |
| | Database administrators | \$75,000 | \$109,200 | \$92,100 | \$56,300 | \$35,800 | \$56,190 | \$35,910 | 0% | 0% | 0% | 0% | 50% | 50% |
| | Systems administrators | \$36,000 | \$36,000 | \$36,000 | \$53,030 | (\$17,030) | \$51,720 | (\$15,720) | 0% | 100% | 0% | 0% | 0% | 0% |
| New Hampshire | Computer scientists | \$42,000 | \$42,000 | \$42,000 | \$105,120 | (\$63,120) | \$84,960 | (\$42,960) | 0% | 100% | 0% | 0% | 0% | 0% |
| | Programmers | \$26,000 | \$95,000 | \$48,775 | \$55,690 | (\$6,915) | \$55,760 | (\$6,985) | 0% | 14% | 71% | 11% | 3% | 1% |
| | Software Engineers | \$34,000 | \$149,000 | \$56,286 | \$77,300 | (\$21,014) | \$75,880 | (\$19,594) | 46% | 24% | 17% | 12% | 1% | 0% |
| | Systems Analysts | \$32,531 | \$90,000 | \$46,500 | \$62,630 | (\$16,130) | \$59,310 | (\$12,810) | 52% | 17% | 21% | 4% | 5% | 0% |
| | Database administrators | \$40,000 | \$97,900 | \$58,823 | \$55,780 | \$3,043 | \$54,050 | \$4,773 | 0% | 10% | 40% | 30% | 0% | 20% |
| | Systems administrators | \$36,941 | \$75,000 | \$46,531 | \$53,340 | (\$6,809) | \$52,050 | (\$5,519) | 0% | 67% | 11% | 11% | 0% | 11% |
| New Jersey | Computer scientists | \$35,000 | \$150,000 | \$68,106 | \$92,000 | (\$23,894) | \$89,750 | (\$21,644) | 48% | 20% | 15% | 13% | 0% | 4% |
| | Programmers | \$24,000 | \$203,840 | \$50,457 | \$67,220 | (\$16,763) | \$65,180 | (\$14,723) | 3% | 66% | 25% | 4% | 2% | 0% |
| | Software Engineers | \$28,226 | \$162,000 | \$60,594 | \$81,940 | (\$21,346) | \$79,260 | (\$18,666) | 18% | 53% | 13% | 12% | 3% | 1% |
| | Support Specialists | \$30,000 | \$72,800 | \$42,368 | \$47,720 | (\$5,352) | \$43,560 | (\$1,192) | 0% | 41% | 27% | 14% | 18% | 0% |
| | Systems Analysts | \$31,000 | \$140,000 | \$55,006 | \$73,860 | (\$18,854) | \$68,320 | (\$13,314) | 1% | 30% | 61% | 5% | 2% | 0% |
| | Database administrators | \$37,000 | \$122,000 | \$59,253 | \$66,980 | (\$7,727) | \$62,110 | (\$2,857) | 0% | 39% | 33% | 13% | 10% | 5% |
| | Systems administrators | \$32,000 | \$123,600 | \$53,923 | \$68,680 | (\$14,757) | \$66,530 | (\$12,607) | 12% | 59% | 13% | 8% | 7% | 3% |
| | Network Analysts | \$36,000 | \$93,600 | \$52,891 | \$69,110 | (\$16,219) | \$66,310 | (\$13,419) | 5% | 70% | 12% | 9% | 4% | 0% |

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| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| New Mexico | Computer scientists | \$30,520 | \$60,800 | \$48,230 | \$82,370 | (\$34,140) | \$84,370 | (\$36,140) | 50% | 50% | 0% | 0% | 0% | 0% |
| | Programmers | \$32,552 | \$92,498 | \$49,487 | \$58,640 | (\$9,153) | \$57,380 | (\$7,893) | 1% | 39% | 31% | 26% | 1% | 1% |
| | Software Engineers | \$42,000 | \$93,600 | \$60,153 | \$69,410 | (\$9,257) | \$62,150 | (\$1,997) | 9% | 15% | 52% | 21% | 3% | 0% |
| | Systems Analysts | \$30,035 | \$70,699 | \$48,446 | \$59,070 | (\$10,624) | \$56,900 | (\$8,454) | 11% | 32% | 37% | 21% | 0% | 0% |
| | Systems administrators | \$39,000 | \$48,000 | \$43,500 | \$48,850 | (\$5,350) | \$46,000 | (\$2,500) | 0% | 0% | 50% | 50% | 0% | 0% |
| | Network Analysts | \$38,000 | \$45,000 | \$43,833 | \$54,950 | (\$11,117) | \$52,840 | (\$9,007) | 0% | 0% | 100% | 0% | 0% | 0% |
| New York | Computer scientists | \$31,000 | \$150,000 | \$86,238 | \$71,270 | \$14,968 | \$61,310 | \$24,928 | 4% | 7% | 10% | 21% | 51% | 7% |
| | Programmers | \$25,000 | \$176,800 | \$52,153 | \$68,590 | (\$16,437) | \$65,770 | (\$13,617) | 5% | 46% | 38% | 7% | 4% | 1% |
| | Software Engineers | \$30,000 | \$206,000 | \$58,807 | \$76,160 | (\$17,353) | \$71,340 | (\$12,533) | 23% | 41% | 13% | 16% | 5% | 2% |
| | Support Specialists | \$29,000 | \$85,000 | \$45,006 | \$50,010 | (\$5,004) | \$46,680 | (\$1,674) | 0% | 27% | 40% | 20% | 7% | 7% |
| | Systems Analysts | \$26,541 | \$205,000 | \$60,491 | \$71,240 | (\$10,749) | \$66,460 | (\$5,969) | 8% | 34% | 33% | 12% | 11% | 2% |
| | Database administrators | \$31,200 | \$141,000 | \$67,324 | \$71,810 | (\$4,486) | \$69,880 | (\$2,556) | 7% | 29% | 23% | 27% | 8% | 7% |
| | Systems administrators | \$30,000 | \$110,000 | \$56,635 | \$66,670 | (\$10,035) | \$63,800 | (\$7,165) | 22% | 19% | 30% | 17% | 8% | 3% |
| | Network Analysts | \$25,002 | \$130,000 | \$63,878 | \$67,420 | (\$3,542) | \$64,620 | (\$742) | 9% | 25% | 30% | 11% | 16% | 9% |
| North Carolina | Programmers | \$29,400 | \$133,000 | \$48,778 | \$66,760 | (\$17,982) | \$63,530 | (\$14,752) | 5% | 56% | 34% | 5% | 1% | 0% |
| | Software Engineers | \$32,698 | \$120,000 | \$59,103 | \$74,890 | (\$15,787) | \$72,210 | (\$13,107) | 8% | 54% | 18% | 18% | 3% | 0% |
| | Support Specialists | \$29,000 | \$72,000 | \$44,694 | \$45,310 | (\$616) | \$40,900 | \$3,794 | 0% | 14% | 57% | 0% | 14% | 14% |
| | Systems Analysts | \$33,000 | \$140,000 | \$52,439 | \$72,060 | (\$19,621) | \$62,570 | (\$10,131) | 11% | 46% | 30% | 10% | 3% | 0% |
| | Database administrators | \$35,000 | \$104,742 | \$63,851 | \$63,250 | \$601 | \$58,860 | \$4,991 | 0% | 3% | 20% | 73% | 3% | 3% |
| | Systems administrators | \$36,000 | \$104,000 | \$57,654 | \$60,430 | (\$2,776) | \$55,660 | \$1,994 | 0% | 43% | 7% | 29% | 14% | 7% |
| | Network Analysts | \$51,968 | \$132,000 | \$81,492 | \$60,410 | \$21,082 | \$57,880 | \$23,612 | 0% | 0% | 50% | 0% | 25% | 25% |
| North Dakota | Programmers | \$19,800 | \$66,295 | \$33,532 | \$46,340 | (\$12,808) | \$44,100 | (\$10,568) | 34% | 13% | 50% | 0% | 3% | 0% |
| | Systems Analysts | \$32,000 | \$65,000 | \$52,532 | \$58,790 | (\$6,258) | \$57,190 | (\$4,658) | 11% | 22% | 11% | 56% | 0% | 0% |
| | Database administrators | \$39,000 | \$48,000 | \$43,005 | \$48,670 | (\$5,665) | \$43,330 | (\$325) | 0% | 0% | 67% | 33% | 0% | 0% |

Continued

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Ohio | Computer scientists | \$30,867 | \$86,777 | \$55,881 | \$87,290 | (\$31,409) | \$86,960 | (\$31,079) | 33% | 33% | 33% | 0% | 0% | 0% |
| | Programmers | \$20,800 | \$150,000 | \$48,036 | \$56,470 | (\$8,434) | \$55,000 | (\$6,964) | 2% | 24% | 56% | 14% | 4% | 0% |
| | Software Engineers | \$30,000 | \$110,000 | \$53,874 | \$67,180 | (\$13,306) | \$66,380 | (\$12,506) | 16% | 44% | 29% | 9% | 1% | 1% |
| | Support Specialists | \$25,000 | \$67,650 | \$36,903 | \$43,020 | (\$6,118) | \$39,930 | (\$3,028) | 50% | 0% | 17% | 17% | 0% | 17% |
| | Systems Analysts | \$33,937 | \$110,302 | \$58,247 | \$62,930 | (\$4,683) | \$61,800 | (\$3,553) | 10% | 28% | 24% | 4% | 33% | 0% |
| | Database administrators | \$37,350 | \$114,000 | \$62,776 | \$62,020 | \$756 | \$59,620 | \$3,156 | 0% | 10% | 20% | 61% | 7% | 2% |
| | Systems administrators | \$31,000 | \$63,100 | \$48,508 | \$55,270 | (\$6,762) | \$52,990 | (\$4,482) | 17% | 8% | 42% | 33% | 0% | 0% |
| | Network Analysts | \$40,000 | \$65,000 | \$54,678 | \$60,440 | (\$5,762) | \$57,890 | (\$3,212) | 0% | 27% | 5% | 68% | 0% | 0% |
| Oklahoma | Computer scientists | \$32,779 | \$40,000 | \$36,389 | \$83,060 | (\$46,671) | \$73,980 | (\$37,591) | 100% | 0% | 0% | 0% | 0% | 0% |
| | Programmers | \$23,338 | \$124,800 | \$46,531 | \$55,160 | (\$8,629) | \$52,860 | (\$6,329) | 4% | 13% | 65% | 15% | 2% | 0% |
| | Software Engineers | \$35,000 | \$95,004 | \$45,271 | \$54,520 | (\$9,249) | \$51,400 | (\$6,129) | 48% | 8% | 4% | 35% | 4% | 2% |
| | Systems Analysts | \$26,645 | \$85,000 | \$53,687 | \$55,380 | (\$1,693) | \$55,710 | (\$2,023) | 2% | 21% | 44% | 11% | 20% | 1% |
| | Database administrators | \$29,601 | \$60,000 | \$49,867 | \$52,770 | (\$2,903) | \$49,130 | \$737 | 0% | 33% | 0% | 67% | 0% | 0% |
| | Systems administrators | \$41,600 | \$69,500 | \$51,033 | \$51,140 | (\$107) | \$50,250 | \$783 | 0% | 0% | 67% | 0% | 33% | 0% |
| | Network Analysts | \$32,000 | \$40,000 | \$34,667 | \$51,020 | (\$16,353) | \$48,980 | (\$14,313) | 0% | 67% | 33% | 0% | 0% | 0% |
| Oregon | Programmers | \$16,796 | \$124,800 | \$52,073 | \$54,030 | (\$1,957) | \$53,390 | (\$1,317) | 1% | 3% | 55% | 37% | 4% | 1% |
| | Software Engineers | \$35,500 | \$115,000 | \$61,194 | \$75,270 | (\$14,076) | \$73,230 | (\$12,036) | 14% | 19% | 47% | 16% | 4% | 0% |
| | Systems Analysts | \$40,000 | \$114,400 | \$52,486 | \$62,850 | (\$10,364) | \$62,150 | (\$9,664) | 0% | 78% | 8% | 7% | 5% | 3% |
| | Database administrators | \$53,060 | \$100,000 | \$78,130 | \$58,790 | \$19,340 | \$56,950 | \$21,180 | 0% | 0% | 17% | 33% | 17% | 33% |
| | Systems administrators | \$33,592 | \$90,000 | \$63,237 | \$54,190 | \$9,047 | \$52,010 | \$11,227 | 0% | 29% | 14% | 0% | 29% | 29% |
| | Network Analysts | \$82,500 | \$82,500 | \$82,500 | \$60,590 | \$21,910 | \$60,330 | \$22,170 | 0% | 0% | 0% | 0% | 100% | 0% |
| Pennsylvania | Computer scientists | \$25,926 | \$95,680 | \$61,185 | \$75,810 | (\$14,625) | \$73,990 | (\$12,805) | 12% | 26% | 30% | 30% | 2% | 0% |
| | Programmers | \$26,728 | \$110,240 | \$50,594 | \$56,890 | (\$6,296) | \$54,670 | (\$4,076) | 1% | 21% | 40% | 36% | 2% | 0% |
| | Software Engineers | \$35,000 | \$125,750 | \$66,850 | \$64,650 | \$2,200 | \$63,490 | \$3,360 | 2% | 44% | 8% | 8% | 37% | 2% |
| | Support Specialists | \$38,000 | \$70,300 | \$55,541 | \$39,900 | \$15,641 | \$37,170 | \$18,371 | 0% | 0% | 0% | 40% | 20% | 40% |
| | Systems Analysts | \$22,000 | \$125,000 | \$54,509 | \$63,310 | (\$8,801) | \$62,600 | (\$8,091) | 8% | 23% | 65% | 3% | 1% | 0% |
| | Database administrators | \$27,684 | \$200,000 | \$56,671 | \$56,590 | \$81 | \$52,810 | \$3,861 | 4% | 8% | 35% | 40% | 9% | 4% |
| | Systems administrators | \$33,218 | \$114,000 | \$66,269 | \$54,150 | \$12,119 | \$52,410 | \$13,859 | 8% | 8% | 4% | 25% | 21% | 33% |
| | Network Analysts | \$43,972 | \$77,361 | \$44,758 | \$59,630 | (\$14,872) | \$56,940 | (\$12,182) | 0% | 0% | 98% | 0% | 2% | 0% |

Continued

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Puerto Rico | Programmers | \$26,400 | \$56,139 | \$37,797 | \$34,590 | \$3,207 | \$31,410 | \$6,387 | 0% | 0% | 3% | 83% | 13% | 1% |
| | Software Engineers | \$32,800 | \$70,000 | \$52,149 | \$63,450 | (\$11,301) | \$59,980 | (\$7,831) | 10% | 20% | 40% | 30% | 0% | 0% |
| | Systems Analysts | \$28,309 | \$70,000 | \$54,179 | \$47,290 | \$6,889 | \$45,930 | \$8,249 | 0% | 3% | 17% | 76% | 3% | 0% |
| | Database administrators | \$53,500 | \$75,254 | \$64,377 | \$42,400 | \$21,977 | \$38,810 | \$25,567 | 0% | 0% | 0% | 0% | 50% | 50% |
| | Systems administrators | \$46,000 | \$46,000 | \$46,000 | \$43,130 | \$2,870 | \$41,460 | \$4,540 | 0% | 0% | 0% | 100% | 0% | 0% |
| Rhode Island | Programmers | \$30,700 | \$80,863 | \$48,731 | \$56,210 | (\$7,479) | \$53,450 | (\$4,719) | 2% | 43% | 4% | 50% | 2% | 0% |
| | Software Engineers | \$42,245 | \$95,656 | \$50,737 | \$73,750 | (\$23,013) | \$72,110 | (\$21,373) | 32% | 57% | 4% | 4% | 3% | 0% |
| | Systems Analysts | \$36,750 | \$104,000 | \$47,338 | \$63,880 | (\$16,542) | \$63,290 | (\$15,952) | 60% | 28% | 0% | 4% | 4% | 4% |
| | Database administrators | \$42,000 | \$92,476 | \$67,238 | \$63,900 | \$3,338 | \$60,820 | \$6,418 | 0% | 50% | 0% | 0% | 50% | 0% |
| | Systems administrators | \$43,000 | \$43,000 | \$43,000 | \$63,210 | (\$20,210) | \$59,920 | (\$16,920) | 0% | 100% | 0% | 0% | 0% | 0% |
| South Carolina | Computer scientists | \$73,800 | \$73,800 | \$73,800 | \$66,890 | \$6,910 | \$58,330 | \$15,470 | 0% | 0% | 0% | 100% | 0% | 0% |
| | Programmers | \$29,798 | \$92,000 | \$48,630 | \$52,410 | (\$3,780) | \$49,860 | (\$1,230) | 1% | 15% | 36% | 45% | 2% | 1% |
| | Software Engineers | \$32,448 | \$110,000 | \$43,742 | \$61,680 | (\$17,938) | \$61,320 | (\$17,578) | 40% | 40% | 5% | 10% | 3% | 3% |
| | Systems Analysts | \$25,106 | \$100,000 | \$52,215 | \$50,830 | \$1,385 | \$50,160 | \$2,055 | 1% | 8% | 34% | 50% | 6% | 1% |
| | Database administrators | \$72,000 | \$76,419 | \$74,105 | \$50,160 | \$23,945 | \$47,650 | \$26,455 | 0% | 0% | 0% | 0% | 100% | 0% |
| | Systems administrators | \$56,000 | \$67,002 | \$61,501 | \$47,980 | \$13,521 | \$45,240 | \$16,261 | 0% | 0% | 0% | 50% | 50% | 0% |
| South Dakota | Programmers | \$33,565 | \$83,200 | \$50,598 | \$49,850 | \$748 | \$45,080 | \$5,518 | 0% | 1% | 21% | 65% | 10% | 2% |
| | Software Engineers | \$40,000 | \$67,000 | \$45,763 | \$63,250 | (\$17,487) | \$61,190 | (\$15,427) | 11% | 84% | 3% | 3% | 0% | 0% |
| | Support Specialists | \$45,000 | \$45,000 | \$45,000 | \$30,350 | \$14,650 | \$29,470 | \$15,530 | 0% | 0% | 0% | 0% | 0% | 100% |
| | Systems Analysts | \$43,618 | \$83,200 | \$54,782 | \$58,370 | (\$3,588) | \$56,790 | (\$2,008) | 0% | 28% | 32% | 28% | 0% | 12% |
| Tennessee | Computer scientists | \$38,000 | \$113,100 | \$73,857 | \$73,450 | \$407 | \$72,580 | \$1,277 | 14% | 14% | 14% | 36% | 14% | 7% |
| | Programmers | \$25,000 | \$90,000 | \$47,726 | \$56,710 | (\$8,984) | \$55,680 | (\$7,954) | 2% | 16% | 66% | 13% | 3% | 0% |
| | Software Engineers | \$28,600 | \$130,000 | \$47,057 | \$65,660 | (\$18,603) | \$62,740 | (\$15,683) | 12% | 34% | 46% | 6% | 2% | 0% |
| | Support Specialists | \$27,500 | \$27,500 | \$27,500 | \$36,820 | (\$9,320) | \$34,320 | (\$6,820) | 0% | 0% | 100% | 0% | 0% | 0% |
| | Systems Analysts | \$35,000 | \$100,000 | \$47,439 | \$57,380 | (\$9,941) | \$56,720 | (\$9,281) | 0% | 59% | 12% | 24% | 3% | 1% |
| | Database administrators | \$31,000 | \$100,000 | \$55,235 | \$55,490 | (\$255) | \$54,240 | \$995 | 0% | 25% | 20% | 25% | 25% | 5% |
| | Systems administrators | \$45,760 | \$88,000 | \$56,200 | \$60,790 | (\$4,590) | \$52,800 | \$3,400 | 0% | 0% | 67% | 17% | 17% | 0% |
| | Network Analysts | \$50,000 | \$50,000 | \$50,000 | \$56,910 | (\$6,910) | \$54,640 | (\$4,640) | 0% | 0% | 100% | 0% | 0% | 0% |

Continued

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Texas | Computer scientists | \$20,800 | \$101,000 | \$66,527 | \$89,650 | (\$23,123) | \$84,940 | (\$18,413) | 19% | 31% | 25% | 25% | 0% | 0% |
| | Programmers | \$17,160 | \$136,000 | \$48,340 | \$73,660 | (\$25,320) | \$67,290 | (\$18,950) | 8% | 76% | 12% | 4% | 0% | 0% |
| | Software Engineers | \$29,328 | \$150,000 | \$59,978 | \$77,610 | (\$17,632) | \$74,090 | (\$14,112) | 21% | 35% | 23% | 15% | 5% | 1% |
| | Support Specialists | \$25,670 | \$77,489 | \$43,992 | \$43,540 | \$452 | \$39,780 | \$4,212 | 0% | 4% | 44% | 28% | 20% | 4% |
| | Systems Analysts | \$22,000 | \$160,000 | \$47,045 | \$63,990 | (\$16,945) | \$61,860 | (\$14,815) | 9% | 62% | 19% | 7% | 1% | 1% |
| | Database administrators | \$26,440 | \$135,000 | \$58,427 | \$61,030 | (\$2,603) | \$59,340 | (\$913) | 18% | 12% | 23% | 26% | 15% | 6% |
| | Systems administrators | \$27,000 | \$99,000 | \$46,223 | \$57,300 | (\$11,077) | \$54,170 | (\$7,947) | 9% | 44% | 31% | 8% | 7% | 2% |
| | Network Analysts | \$27,000 | \$110,004 | \$56,954 | \$61,400 | (\$4,446) | \$57,860 | (\$906) | 3% | 11% | 45% | 37% | 2% | 1% |
| Utah | Programmers | \$30,285 | \$101,000 | \$47,469 | \$54,160 | (\$6,691) | \$52,900 | (\$5,431) | 0% | 4% | 84% | 11% | 1% | 0% |
| | Software Engineers | \$36,004 | \$153,000 | \$65,025 | \$69,340 | (\$4,315) | \$67,290 | (\$2,265) | 12% | 16% | 28% | 43% | 0% | 2% |
| | Support Specialists | \$20,800 | \$20,800 | \$20,800 | \$31,220 | (\$10,420) | \$27,430 | (\$6,630) | 0% | 100% | 0% | 0% | 0% | 0% |
| | Systems Analysts | \$29,120 | \$85,000 | \$48,164 | \$58,960 | (\$10,796) | \$57,990 | (\$9,826) | 6% | 57% | 34% | 1% | 0% | 0% |
| | Database administrators | \$46,800 | \$75,000 | \$60,694 | \$60,410 | \$284 | \$58,270 | \$2,424 | 0% | 0% | 40% | 60% | 0% | 0% |
| | Systems administrators | \$36,941 | \$44,408 | \$41,116 | \$52,090 | (\$10,974) | \$49,900 | (\$8,784) | 0% | 33% | 67% | 0% | 0% | 0% |
| Vermont | Programmers | \$33,500 | \$91,000 | \$46,636 | \$53,960 | (\$7,324) | \$50,560 | (\$3,924) | 0% | 13% | 67% | 17% | 3% | 1% |
| | Software Engineers | \$36,005 | \$110,000 | \$62,349 | \$74,730 | (\$12,381) | \$74,890 | (\$12,541) | 7% | 48% | 14% | 24% | 7% | 0% |
| | Systems Analysts | \$34,029 | \$97,300 | \$51,204 | \$54,140 | (\$2,936) | \$52,880 | (\$1,676) | 14% | 17% | 45% | 7% | 10% | 7% |
| | Systems administrators | \$34,861 | \$41,101 | \$35,896 | \$50,590 | (\$14,694) | \$48,310 | (\$12,414) | 0% | 95% | 5% | 0% | 0% | 0% |
| Virgin Islands | Programmers | \$50,000 | \$62,000 | \$53,523 | \$41,700 | \$11,823 | \$39,030 | \$14,493 | 0% | 0% | 0% | 0% | 80% | 20% |
| | Systems Analysts | \$30,000 | \$32,000 | \$30,571 | \$45,620 | (\$15,049) | \$41,710 | (\$11,139) | 71% | 29% | 0% | 0% | 0% | 0% |
| Virginia | Computer scientists | \$40,000 | \$91,000 | \$62,584 | \$76,000 | (\$13,416) | \$74,160 | (\$11,576) | 18% | 18% | 32% | 23% | 9% | 0% |
| | Programmers | \$27,000 | \$130,000 | \$49,217 | \$61,780 | (\$12,563) | \$58,220 | (\$9,003) | 2% | 24% | 57% | 14% | 2% | 0% |
| | Software Engineers | \$30,000 | \$145,600 | \$57,606 | \$69,300 | (\$11,694) | \$66,800 | (\$9,194) | 0% | 54% | 21% | 18% | 5% | 1% |
| | Support Specialists | \$22,800 | \$86,400 | \$50,320 | \$45,210 | \$5,110 | \$41,160 | \$9,160 | 5% | 35% | 15% | 0% | 15% | 30% |
| | Systems Analysts | \$19,200 | \$187,200 | \$54,905 | \$67,950 | (\$13,045) | \$67,210 | (\$12,305) | 7% | 49% | 32% | 9% | 2% | 1% |
| | Database administrators | \$27,595 | \$130,000 | \$55,758 | \$62,950 | (\$7,192) | \$58,660 | (\$2,902) | 41% | 8% | 14% | 20% | 11% | 7% |
| | Systems administrators | \$30,000 | \$135,200 | \$60,838 | \$63,920 | (\$3,082) | \$61,840 | (\$1,002) | 16% | 14% | 8% | 47% | 11% | 4% |
| | Network Analysts | \$50,000 | \$105,000 | \$55,638 | \$64,060 | (\$8,422) | \$61,300 | (\$5,662) | 0% | 0% | 91% | 7% | 2% | 1% |

Continued

| State | Occupation | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|---------------|-------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Washington | Computer scientists | \$38,000 | \$120,776 | \$81,562 | \$117,330 | (\$35,768) | \$106,970 | (\$25,408) | 15% | 30% | 30% | 25% | 0% | 0% |
| | Programmers | \$28,080 | \$115,000 | \$51,527 | \$74,830 | (\$23,303) | \$72,000 | (\$20,473) | 34% | 50% | 9% | 6% | 1% | 0% |
| | Software Engineers | \$34,000 | \$170,000 | \$72,270 | \$79,220 | (\$6,950) | \$76,440 | (\$4,170) | 2% | 21% | 44% | 28% | 4% | 1% |
| | Support Specialists | \$33,000 | \$51,500 | \$44,805 | \$45,450 | (\$645) | \$43,670 | \$1,135 | 0% | 0% | 33% | 67% | 0% | 0% |
| | Systems Analysts | \$35,000 | \$118,446 | \$55,775 | \$67,000 | (\$11,225) | \$66,610 | (\$10,835) | 17% | 46% | 12% | 20% | 4% | 2% |
| | Database administrators | \$39,738 | \$152,880 | \$68,617 | \$64,620 | \$3,997 | \$62,650 | \$5,967 | 0% | 23% | 26% | 13% | 32% | 6% |
| | Systems administrators | \$32,703 | \$83,000 | \$46,185 | \$57,960 | (\$11,775) | \$55,000 | (\$8,815) | 9% | 74% | 14% | 0% | 3% | 0% |
| | Network Analysts | \$45,433 | \$85,000 | \$63,934 | \$61,710 | \$2,224 | \$59,710 | \$4,224 | 0% | 17% | 0% | 67% | 17% | 0% |
| West Virginia | Programmers | \$31,200 | \$82,950 | \$45,539 | \$48,960 | (\$3,421) | \$45,110 | \$429 | 0% | 4% | 45% | 46% | 2% | 2% |
| | Software Engineers | \$36,000 | \$68,000 | \$44,424 | \$64,100 | (\$19,676) | \$65,830 | (\$21,406) | 67% | 28% | 0% | 6% | 0% | 0% |
| | Systems Analysts | \$26,000 | \$56,500 | \$43,115 | \$59,890 | (\$16,775) | \$60,780 | (\$17,665) | 45% | 18% | 36% | 0% | 0% | 0% |
| | Database administrators | \$61,651 | \$61,651 | \$61,651 | \$46,270 | \$15,381 | \$45,560 | \$16,091 | 0% | 0% | 0% | 0% | 100% | 0% |
| Wisconsin | Programmers | \$28,435 | \$119,595 | \$47,661 | \$54,410 | (\$6,749) | \$52,470 | (\$4,809) | 4% | 32% | 44% | 13% | 4% | 3% |
| | Software Engineers | \$34,362 | \$96,460 | \$49,964 | \$65,240 | (\$15,276) | \$63,720 | (\$13,756) | 18% | 65% | 6% | 7% | 3% | 1% |
| | Systems Analysts | \$32,000 | \$100,000 | \$49,548 | \$68,780 | (\$19,232) | \$66,940 | (\$17,392) | 24% | 42% | 28% | 4% | 2% | 0% |
| | Database administrators | \$46,000 | \$83,200 | \$65,600 | \$54,730 | \$10,870 | \$52,280 | \$13,320 | 0% | 0% | 29% | 29% | 43% | 0% |
| | Systems administrators | \$37,801 | \$70,000 | \$41,643 | \$53,670 | (\$12,027) | \$51,910 | (\$10,267) | 0% | 91% | 0% | 0% | 9% | 0% |
| | Network Analysts | \$50,320 | \$116,000 | \$83,160 | \$55,620 | \$27,540 | \$52,660 | \$30,500 | 0% | 0% | 50% | 0% | 0% | 50% |
| Wyoming | Programmers | \$31,250 | \$95,000 | \$41,408 | \$42,890 | (\$1,482) | \$42,410 | (\$1,002) | 0% | 28% | 33% | 33% | 0% | 6% |
| | Software Engineers | \$33,280 | \$52,790 | \$38,647 | \$78,940 | (\$40,293) | \$89,170 | (\$50,523) | 72% | 28% | 0% | 0% | 0% | 0% |
| | Systems Analysts | \$42,078 | \$60,420 | \$55,594 | \$48,110 | \$7,484 | \$48,560 | \$7,034 | 0% | 0% | 26% | 74% | 0% | 0% |
| | Database administrators | \$28,080 | \$70,000 | \$43,831 | \$37,300 | \$6,531 | \$31,800 | \$12,031 | 0% | 0% | 2% | 56% | 40% | 2% |

Appendix D — H-1B Computer Programming Wages Compared to National Wages by Employer F.Y. 2004

Minimum of 25 H-1B Workers With Approved LCAs - National Wages O.E.S. 2003

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------------------------------|------------|-----------|-----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| 3i People, Inc. | \$42,200 | \$60,000 | \$46,935 | \$61,973 | (\$15,038) | \$59,839 | (\$12,904) | 0% | 19% | 79% | 2% | 0% | 0% |
| 4C Solutions, Inc. | \$32,000 | \$70,000 | \$38,369 | \$64,108 | (\$25,739) | \$62,937 | (\$24,568) | 81% | 9% | 6% | 3% | 0% | 0% |
| -A- | | | | | | | | | | | | | |
| A I T Global, Inc. | \$49,920 | \$55,000 | \$50,053 | \$67,220 | (\$17,167) | \$65,180 | (\$15,127) | 0% | 96% | 4% | 0% | 0% | 0% |
| Abacuss Software Technologies | \$37,440 | \$52,000 | \$43,750 | \$59,770 | (\$16,020) | \$57,940 | (\$14,190) | 0% | 85% | 15% | 0% | 0% | 0% |
| AC Consulting, LLC. | \$36,421 | \$50,627 | \$43,255 | \$61,223 | (\$17,968) | \$58,615 | (\$15,360) | 0% | 71% | 29% | 0% | 0% | 0% |
| Accenture, LLP. | \$36,260 | \$122,600 | \$54,693 | \$66,753 | (\$12,061) | \$64,485 | (\$9,792) | 6% | 45% | 19% | 24% | 5% | 0% |
| Accurate Softwares International | \$41,000 | \$46,000 | \$45,577 | \$73,680 | (\$28,103) | \$68,405 | (\$22,828) | 4% | 96% | 0% | 0% | 0% | 0% |
| Ace Technologies, Inc. | \$45,000 | \$124,800 | \$54,397 | \$66,539 | (\$12,142) | \$64,134 | (\$9,737) | 0% | 51% | 27% | 15% | 5% | 2% |
| Axiom Corporation | \$40,000 | \$90,614 | \$55,014 | \$49,960 | \$5,054 | \$48,228 | \$6,786 | 0% | 10% | 32% | 24% | 32% | 2% |
| Adequare, Inc. | \$40,000 | \$72,000 | \$55,252 | \$66,742 | (\$11,491) | \$65,036 | (\$9,785) | 4% | 28% | 57% | 11% | 0% | 0% |
| Adagesoft Corporation | \$45,000 | \$85,000 | \$53,725 | \$77,300 | (\$23,575) | \$75,880 | (\$22,155) | 50% | 30% | 15% | 5% | 0% | 0% |
| Adea Solutions, Inc. | \$45,000 | \$90,000 | \$63,371 | \$73,203 | (\$9,832) | \$67,998 | (\$4,628) | 0% | 11% | 64% | 24% | 1% | 0% |
| Adeptmax Corporation | \$37,440 | \$62,400 | \$50,050 | \$67,304 | (\$17,254) | \$64,902 | (\$14,852) | 0% | 49% | 51% | 0% | 0% | 0% |
| Aditi Technologies Pvt. Ltd. | \$50,000 | \$68,000 | \$57,232 | \$77,440 | (\$20,208) | \$74,737 | (\$17,505) | 0% | 84% | 16% | 0% | 0% | 0% |
| Adobe Systems Incorporated | \$67,791 | \$163,782 | \$107,279 | \$90,508 | \$16,771 | \$85,363 | \$21,916 | 0% | 3% | 22% | 16% | 41% | 19% |
| Advanced Technology Group USA, Inc. | \$30,000 | \$51,000 | \$45,212 | \$63,656 | (\$18,444) | \$61,158 | (\$15,946) | 7% | 65% | 28% | 0% | 0% | 0% |
| Advansoft Worldwide, Inc. | \$41,235 | \$55,000 | \$44,832 | \$63,873 | (\$19,041) | \$62,664 | (\$17,832) | 0% | 96% | 4% | 0% | 0% | 0% |
| Advent Global Solutions, Inc. | \$42,000 | \$80,135 | \$43,915 | \$64,319 | (\$20,404) | \$62,174 | (\$18,259) | 2% | 94% | 3% | 0% | 1% | 0% |
| Aequor Technologies, Inc. | \$50,000 | \$55,000 | \$53,693 | \$67,079 | (\$13,386) | \$64,831 | (\$11,138) | 0% | 4% | 96% | 0% | 0% | 0% |
| Affiliated Computer Services, Inc. | \$43,000 | \$107,113 | \$69,631 | \$62,890 | \$6,740 | \$59,980 | \$9,651 | 0% | 0% | 13% | 61% | 24% | 2% |
| Agilent Technologies, Inc. | \$63,000 | \$114,000 | \$81,763 | \$95,316 | (\$13,553) | \$89,948 | (\$8,185) | 0% | 29% | 46% | 21% | 4% | 0% |
| Agreeya Solutions | \$42,642 | \$59,142 | \$55,487 | \$75,568 | (\$20,081) | \$70,947 | (\$15,460) | 0% | 39% | 61% | 0% | 0% | 0% |
| Ajay International, Inc. | \$38,000 | \$60,000 | \$41,355 | \$71,423 | (\$30,068) | \$68,407 | (\$27,053) | 68% | 29% | 3% | 0% | 0% | 0% |
| Ajel Technologies, Inc. | \$41,500 | \$43,900 | \$43,707 | \$67,343 | (\$23,636) | \$65,238 | (\$21,531) | 0% | 100% | 0% | 0% | 0% | 0% |
| Ajilon Consulting | \$33,098 | \$111,840 | \$64,230 | \$65,938 | (\$1,708) | \$63,075 | \$1,156 | 0% | 5% | 45% | 38% | 10% | 2% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|---------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Alcatel U.S.A., Inc. | \$50,000 | \$125,000 | \$89,033 | \$84,648 | \$4,384 | \$81,030 | \$8,003 | 0% | 4% | 22% | 51% | 20% | 4% |
| Alden Technologies, Inc. | \$45,000 | \$92,000 | \$57,780 | \$63,830 | (\$6,050) | \$62,660 | (\$4,880) | 0% | 5% | 79% | 11% | 4% | 0% |
| Aldon Business Solutions, Inc. | \$40,000 | \$60,000 | \$46,035 | \$64,257 | (\$18,222) | \$62,884 | (\$16,849) | 0% | 72% | 28% | 0% | 0% | 0% |
| Allied Business Consulting, Inc. | \$38,000 | \$70,000 | \$40,166 | \$65,600 | (\$25,434) | \$63,697 | (\$23,531) | 7% | 92% | 1% | 0% | 0% | 0% |
| Allied Informatics Inc. | \$19,698 | \$62,400 | \$38,553 | \$59,197 | (\$20,644) | \$57,558 | (\$19,005) | 6% | 86% | 6% | 1% | 0% | 0% |
| Allserve Systems Corp. | \$34,944 | \$54,184 | \$38,784 | \$68,280 | (\$29,496) | \$65,773 | (\$26,989) | 81% | 14% | 5% | 0% | 0% | 0% |
| Allsoft Technologies, Inc. | \$40,000 | \$80,000 | \$53,970 | \$75,927 | (\$21,957) | \$73,370 | (\$19,400) | 18% | 48% | 33% | 0% | 0% | 0% |
| AlphaSoft Services Corporation | \$48,136 | \$50,773 | \$48,373 | \$70,837 | (\$22,464) | \$68,602 | (\$20,229) | 0% | 85% | 13% | 2% | 0% | 0% |
| Altech Star, Inc. | \$40,000 | \$58,000 | \$42,629 | \$68,325 | (\$25,697) | \$65,802 | (\$23,173) | 11% | 89% | 0% | 0% | 0% | 0% |
| AltSoft, Inc. | \$42,000 | \$70,000 | \$48,134 | \$67,522 | (\$19,388) | \$65,800 | (\$17,666) | 0% | 87% | 11% | 1% | 0% | 0% |
| Altus Technologies, Inc. | \$45,000 | \$75,000 | \$54,362 | \$61,554 | (\$7,192) | \$58,083 | (\$3,721) | 0% | 0% | 66% | 34% | 0% | 0% |
| Amdocs Champaign, Inc. | \$50,000 | \$81,130 | \$65,525 | \$65,406 | \$119 | \$63,519 | \$2,006 | 0% | 0% | 48% | 44% | 7% | 0% |
| Amdocs, Inc. | \$41,538 | \$100,000 | \$60,490 | \$66,485 | (\$5,995) | \$64,489 | (\$3,999) | 0% | 18% | 50% | 23% | 7% | 2% |
| America Online, Inc. | \$46,000 | \$99,808 | \$71,502 | \$69,404 | \$2,098 | \$66,748 | \$4,754 | 0% | 5% | 30% | 57% | 5% | 3% |
| American Cybersystems, Inc. | \$38,626 | \$50,045 | \$44,336 | \$66,360 | (\$22,025) | \$63,260 | (\$18,925) | 0% | 100% | 0% | 0% | 0% | 0% |
| American Digicom Corp. | \$32,600 | \$32,600 | \$32,600 | \$64,650 | (\$32,050) | \$61,930 | (\$29,330) | 100% | 0% | 0% | 0% | 0% | 0% |
| American Information Technology Corp. | \$37,690 | \$65,000 | \$46,933 | \$60,952 | (\$14,019) | \$58,673 | (\$11,740) | 0% | 42% | 53% | 5% | 0% | 0% |
| American Management Systems, Inc. | \$47,000 | \$95,000 | \$65,849 | \$65,493 | \$355 | \$62,777 | \$3,072 | 0% | 3% | 41% | 48% | 7% | 2% |
| American Service Systems Corporation | \$43,000 | \$62,369 | \$58,495 | \$74,886 | (\$16,391) | \$71,644 | (\$13,149) | 0% | 20% | 80% | 0% | 0% | 0% |
| American Solutions, Inc. | \$27,664 | \$78,000 | \$48,960 | \$78,431 | (\$29,471) | \$75,968 | (\$27,008) | 32% | 65% | 3% | 0% | 0% | 0% |
| American Unit, Inc. | \$38,000 | \$51,500 | \$44,907 | \$63,753 | (\$18,846) | \$62,048 | (\$17,141) | 0% | 83% | 17% | 0% | 0% | 0% |
| Amicus Systems, Inc. | \$50,000 | \$60,000 | \$51,527 | \$67,318 | (\$15,791) | \$64,548 | (\$13,021) | 0% | 0% | 98% | 2% | 0% | 0% |
| Amsol, Inc. | \$34,362 | \$50,000 | \$37,177 | \$75,495 | (\$38,318) | \$80,578 | (\$43,401) | 90% | 2% | 8% | 0% | 0% | 0% |
| Amtex Systems, Inc. | \$45,251 | \$100,000 | \$58,242 | \$68,281 | (\$10,039) | \$65,384 | (\$7,141) | 0% | 5% | 85% | 9% | 1% | 0% |
| Analog Devices, Inc. | \$46,832 | \$104,274 | \$65,192 | \$82,985 | (\$17,793) | \$80,369 | (\$15,177) | 45% | 27% | 0% | 9% | 18% | 0% |
| Analysts International Corp. | \$29,740 | \$85,000 | \$54,918 | \$66,286 | (\$11,368) | \$63,518 | (\$8,600) | 5% | 28% | 45% | 22% | 0% | 0% |
| Anid Infosoft, LLC. | \$42,000 | \$65,000 | \$52,964 | \$61,246 | (\$8,281) | \$59,124 | (\$6,160) | 4% | 7% | 54% | 36% | 0% | 0% |
| Anira Solutions, Inc. | \$30,000 | \$70,000 | \$51,272 | \$68,189 | (\$16,917) | \$65,737 | (\$14,465) | 6% | 56% | 35% | 3% | 0% | 0% |
| Anjani Etech Solutions, Inc. | \$40,000 | \$54,578 | \$40,033 | \$61,759 | (\$21,726) | \$59,824 | (\$19,791) | 0% | 100% | 0% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Answerthink, Inc. | \$43,800 | \$75,000 | \$50,591 | \$71,150 | (\$20,559) | \$68,976 | (\$18,385) | 0% | 83% | 8% | 2% | 8% | 0% |
| Anthem Technologies Inc. | \$31,200 | \$55,000 | \$44,942 | \$65,994 | (\$21,052) | \$63,693 | (\$18,752) | 2% | 89% | 9% | 0% | 0% | 0% |
| Anu Software Consultants, Inc. | \$48,000 | \$55,000 | \$51,731 | \$67,411 | (\$15,680) | \$66,559 | (\$14,828) | 0% | 58% | 42% | 0% | 0% | 0% |
| Apex Technology Systems, Inc. | \$43,000 | \$72,000 | \$48,103 | \$67,904 | (\$19,801) | \$65,625 | (\$17,522) | 0% | 88% | 12% | 0% | 0% | 0% |
| Apex-2000, Inc. | \$41,250 | \$64,000 | \$45,923 | \$59,014 | (\$13,090) | \$56,035 | (\$10,111) | 0% | 2% | 81% | 18% | 0% | 0% |
| APN Software Services, Inc. | \$31,221 | \$87,000 | \$42,182 | \$57,463 | (\$15,282) | \$55,698 | (\$13,516) | 0% | 54% | 38% | 4% | 0% | 4% |
| Apple | \$65,000 | \$175,000 | \$97,744 | \$83,439 | \$14,304 | \$79,937 | \$17,807 | 0% | 3% | 23% | 33% | 23% | 19% |
| AR Systems | \$39,000 | \$50,000 | \$39,357 | \$66,804 | (\$27,446) | \$64,783 | (\$25,426) | 0% | 100% | 0% | 0% | 0% | 0% |
| Ardent Technologies, Inc | \$40,000 | \$60,000 | \$48,897 | \$66,144 | (\$17,248) | \$65,148 | (\$16,251) | 0% | 79% | 21% | 0% | 0% | 0% |
| Arvato systems NA, Inc. | \$40,000 | \$78,000 | \$57,667 | \$63,197 | (\$5,530) | \$60,467 | (\$2,800) | 0% | 0% | 67% | 33% | 0% | 0% |
| Asterix Consulting, Inc. | \$30,000 | \$40,000 | \$32,321 | \$67,465 | (\$35,143) | \$65,285 | (\$32,964) | 96% | 4% | 0% | 0% | 0% | 0% |
| Astir It Solutions, Inc. | \$45,000 | \$60,000 | \$51,437 | \$67,220 | (\$15,783) | \$65,180 | (\$13,743) | 0% | 49% | 51% | 0% | 0% | 0% |
| Atlas Computer Consultants, Inc. | \$40,000 | \$48,000 | \$42,104 | \$64,248 | (\$22,144) | \$62,655 | (\$20,550) | 0% | 93% | 7% | 0% | 0% | 0% |
| Atlas Software Technologies, Inc. | \$28,205 | \$60,000 | \$41,626 | \$59,592 | (\$17,966) | \$57,193 | (\$15,568) | 6% | 69% | 22% | 3% | 0% | 0% |
| Attic Technologies, Inc | \$50,000 | \$50,000 | \$50,000 | \$67,220 | (\$17,220) | \$65,180 | (\$15,180) | 0% | 100% | 0% | 0% | 0% | 0% |
| Auro Pro Systems, Inc. | \$35,402 | \$50,000 | \$43,762 | \$67,012 | (\$23,250) | \$64,620 | (\$20,858) | 0% | 98% | 2% | 0% | 0% | 0% |
| Automatic Data Processing, Inc. | \$45,869 | \$127,749 | \$75,927 | \$70,445 | \$5,482 | \$67,774 | \$8,154 | 0% | 5% | 21% | 53% | 18% | 3% |
| Avaya, Inc. | \$45,000 | \$85,000 | \$69,340 | \$74,761 | (\$5,421) | \$71,499 | (\$2,159) | 0% | 19% | 42% | 40% | 0% | 0% |
| Avco Consulting, Inc. | \$32,000 | \$65,000 | \$48,310 | \$68,860 | (\$20,551) | \$66,741 | (\$18,431) | 10% | 52% | 38% | 0% | 0% | 0% |
| Avesta Computer Services, Ltd. | \$43,900 | \$56,400 | \$47,457 | \$67,062 | (\$19,605) | \$64,975 | (\$17,518) | 0% | 64% | 36% | 0% | 0% | 0% |
| Aviana Global Technologies, Inc. | \$40,000 | \$72,987 | \$51,371 | \$73,078 | (\$21,707) | \$70,945 | (\$19,574) | 11% | 54% | 7% | 29% | 0% | 0% |
| Axiom Sources, LLC. | \$45,760 | \$83,200 | \$58,871 | \$67,403 | (\$8,533) | \$65,092 | (\$6,221) | 0% | 26% | 48% | 22% | 4% | 0% |
| Axiom Systems, Inc. | \$38,000 | \$50,000 | \$38,800 | \$51,720 | (\$12,920) | \$48,810 | (\$10,010) | 0% | 93% | 0% | 7% | 0% | 0% |
| -B- | | | | | | | | | | | | | |
| Bahwan Cybertek Technologies, Inc. | \$41,200 | \$52,000 | \$45,904 | \$65,747 | (\$19,843) | \$63,224 | (\$17,319) | 0% | 56% | 44% | 0% | 0% | 0% |
| Bank of America Corporation | \$44,908 | \$110,000 | \$76,462 | \$65,008 | \$11,454 | \$62,229 | \$14,233 | 0% | 5% | 5% | 50% | 29% | 12% |
| Bank One | \$46,758 | \$110,000 | \$75,978 | \$70,110 | \$5,868 | \$68,176 | \$7,801 | 0% | 4% | 23% | 49% | 17% | 6% |
| BCC USA | \$31,429 | \$70,000 | \$48,919 | \$66,578 | (\$17,660) | \$64,341 | (\$15,422) | 1% | 72% | 27% | 1% | 0% | 0% |
| BEA Systems, Inc. | \$61,012 | \$149,000 | \$86,493 | \$82,795 | \$3,698 | \$79,643 | \$6,850 | 0% | 1% | 32% | 46% | 12% | 9% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Beechwod Computing, Ltd. | \$36,500 | \$50,000 | \$41,574 | \$70,162 | (\$28,588) | \$67,969 | (\$26,394) | 53% | 43% | 4% | 0% | 0% | 0% |
| Bhrigus, Inc. | \$48,000 | \$72,000 | \$55,778 | \$67,220 | (\$11,442) | \$65,180 | (\$9,402) | 0% | 33% | 59% | 7% | 0% | 0% |
| Bijjam Information Technologies, Inc. | \$48,000 | \$90,000 | \$53,681 | \$63,913 | (\$10,232) | \$62,705 | (\$9,023) | 0% | 0% | 94% | 1% | 4% | 0% |
| Birlasoft, Inc. | \$39,000 | \$56,000 | \$52,995 | \$72,903 | (\$19,908) | \$68,173 | (\$15,178) | 1% | 26% | 73% | 0% | 0% | 0% |
| Blue Frog Solutions, Inc. | \$42,000 | \$48,912 | \$42,007 | \$64,355 | (\$22,348) | \$59,048 | (\$17,041) | 0% | 100% | 0% | 0% | 0% | 0% |
| Blue Heron Consulting Corporation | \$47,091 | \$81,036 | \$59,484 | \$69,223 | (\$9,738) | \$65,330 | (\$5,846) | 0% | 50% | 25% | 0% | 25% | 0% |
| Blue Star Infotech America, Inc. | \$54,000 | \$67,200 | \$58,571 | \$64,551 | (\$5,980) | \$62,576 | (\$4,005) | 0% | 17% | 75% | 9% | 0% | 0% |
| BM Infotech, Inc. | \$38,000 | \$85,000 | \$51,857 | \$68,672 | (\$16,815) | \$65,492 | (\$13,635) | 6% | 11% | 77% | 3% | 3% | 0% |
| Boden Services, Inc. | \$30,000 | \$80,000 | \$45,735 | \$66,641 | (\$20,906) | \$64,250 | (\$18,515) | 8% | 70% | 22% | 1% | 0% | 0% |
| BPO Systems, Inc. | \$48,734 | \$52,395 | \$50,678 | \$72,516 | (\$21,838) | \$70,325 | (\$19,647) | 7% | 85% | 7% | 0% | 0% | 0% |
| Bradford & Galt, Inc. | \$36,750 | \$72,352 | \$57,634 | \$60,897 | (\$3,263) | \$59,001 | (\$1,368) | 0% | 26% | 22% | 52% | 0% | 0% |
| Bralak Technologies, Inc. | \$30,472 | \$49,733 | \$41,843 | \$64,717 | (\$22,874) | \$62,064 | (\$20,221) | 11% | 83% | 6% | 0% | 0% | 0% |
| Brilliant Software Solutions, Inc. | \$40,000 | \$75,000 | \$52,440 | \$74,362 | (\$21,922) | \$71,876 | (\$19,436) | 7% | 79% | 10% | 3% | 0% | 0% |
| Broader Software, LLC. | \$40,000 | \$68,000 | \$49,938 | \$67,614 | (\$17,676) | \$64,982 | (\$15,045) | 0% | 16% | 80% | 4% | 0% | 0% |
| Broadnetwork Solutions, LLC. | \$45,000 | \$45,000 | \$45,000 | \$64,013 | (\$19,013) | \$63,301 | (\$18,301) | 0% | 100% | 0% | 0% | 0% | 0% |
| Brocade Communications Systems, Inc. | \$77,000 | \$132,918 | \$96,273 | \$84,295 | \$11,978 | \$80,762 | \$15,511 | 0% | 0% | 20% | 33% | 40% | 7% |
| Business Oriented Software Solutions, Inc. | \$42,000 | \$60,000 | \$46,061 | \$60,477 | (\$14,416) | \$58,588 | (\$12,527) | 0% | 67% | 33% | 0% | 0% | 0% |
| -C- | | | | | | | | | | | | | |
| Cadence Design Systems | \$50,840 | \$91,083 | \$65,727 | \$77,353 | (\$11,627) | \$76,221 | (\$10,495) | 0% | 7% | 78% | 11% | 4% | 0% |
| Caliber Consulting Corporation | \$31,250 | \$49,400 | \$42,123 | \$68,260 | (\$26,137) | \$66,240 | (\$24,117) | 17% | 83% | 0% | 0% | 0% | 0% |
| California Business Solutions A/K/A Key Business | \$40,000 | \$51,000 | \$45,842 | \$58,731 | (\$12,890) | \$56,435 | (\$10,593) | 5% | 24% | 61% | 10% | 0% | 0% |
| Cambridge Resource Group, Inc. | \$36,000 | \$45,000 | \$37,923 | \$75,791 | (\$37,868) | \$73,638 | (\$35,715) | 91% | 9% | 0% | 0% | 0% | 0% |
| Cambridge Systems, Inc. | \$43,000 | \$65,000 | \$51,025 | \$61,928 | (\$10,903) | \$58,433 | (\$7,408) | 0% | 5% | 78% | 18% | 0% | 0% |
| Cama Technologies, Inc. | \$38,000 | \$77,000 | \$50,636 | \$65,673 | (\$15,037) | \$63,759 | (\$13,123) | 0% | 81% | 15% | 0% | 4% | 0% |
| CAP Gemini | \$53,000 | \$115,000 | \$80,632 | \$73,359 | \$7,273 | \$70,175 | \$10,458 | 0% | 1% | 21% | 50% | 24% | 4% |
| Caresoft, Inc. | \$46,800 | \$55,120 | \$49,156 | \$73,077 | (\$23,921) | \$68,010 | (\$18,854) | 0% | 92% | 8% | 0% | 0% | 0% |
| Caritor, Inc. (formerly IT Solutions Inc.) | \$60,159 | \$150,000 | \$72,497 | \$69,836 | \$2,661 | \$66,914 | \$5,583 | 0% | 0% | 41% | 54% | 0% | 5% |
| Case Consulting Group, Inc. | \$42,000 | \$70,000 | \$51,121 | \$63,352 | (\$12,231) | \$58,965 | (\$7,844) | 0% | 45% | 30% | 24% | 0% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| CDI Corporation | \$32,968 | \$95,222 | \$49,645 | \$65,644 | (\$15,999) | \$62,782 | (\$13,137) | 4% | 54% | 24% | 16% | 2% | 1% |
| Central Business Solutions, LLC. | \$50,773 | \$50,773 | \$50,773 | \$73,960 | (\$23,187) | \$71,900 | (\$21,127) | 0% | 100% | 0% | 0% | 0% | 0% |
| CG Maersk USA, Inc. | \$46,500 | \$74,000 | \$65,858 | \$76,078 | (\$10,220) | \$73,461 | (\$7,603) | 0% | 31% | 47% | 22% | 0% | 0% |
| CGI Information Systems & Management Consultants | \$40,500 | \$203,840 | \$68,157 | \$67,380 | \$777 | \$64,674 | \$3,483 | 0% | 8% | 43% | 33% | 14% | 2% |
| CG-Vak Software (USA) Inc. | \$41,000 | \$60,000 | \$43,744 | \$67,238 | (\$23,493) | \$65,103 | (\$21,358) | 0% | 93% | 7% | 0% | 0% | 0% |
| Charter Global, Inc. | \$40,000 | \$75,200 | \$43,465 | \$62,104 | (\$18,640) | \$60,184 | (\$16,719) | 2% | 77% | 20% | 2% | 0% | 0% |
| Ciber, Inc. | \$32,136 | \$120,000 | \$58,177 | \$65,190 | (\$7,013) | \$62,454 | (\$4,277) | 3% | 36% | 27% | 21% | 10% | 2% |
| Cibergate, Inc. | \$34,674 | \$54,400 | \$48,063 | \$66,759 | (\$18,695) | \$64,689 | (\$16,626) | 13% | 34% | 53% | 0% | 0% | 0% |
| Cigniti, Inc. | \$41,487 | \$50,000 | \$42,353 | \$62,162 | (\$19,809) | \$60,369 | (\$18,016) | 0% | 94% | 6% | 0% | 0% | 0% |
| Cingular Wireless | \$45,406 | \$115,500 | \$61,659 | \$65,535 | (\$3,876) | \$62,962 | (\$1,303) | 0% | 12% | 60% | 20% | 4% | 4% |
| Cisco Systems, Inc. | \$46,900 | \$101,587 | \$71,766 | \$85,467 | (\$13,701) | \$81,834 | (\$10,069) | 0% | 22% | 61% | 16% | 1% | 0% |
| Citibank | \$45,000 | \$123,600 | \$89,324 | \$70,188 | \$19,136 | \$65,961 | \$23,363 | 0% | 1% | 13% | 13% | 70% | 2% |
| Citrix Systems, Inc. | \$48,200 | \$78,200 | \$58,956 | \$72,936 | (\$13,980) | \$67,782 | (\$8,826) | 0% | 12% | 85% | 0% | 2% | 0% |
| CLD & Associates Consulting Inc. | \$38,000 | \$76,000 | \$46,656 | \$69,341 | (\$22,684) | \$66,203 | (\$19,547) | 3% | 88% | 6% | 3% | 0% | 0% |
| Client Network Services, Inc. | \$40,000 | \$98,000 | \$65,858 | \$75,864 | (\$10,006) | \$74,391 | (\$8,533) | 4% | 28% | 44% | 19% | 5% | 0% |
| Clines Software Consulting, Inc. | \$42,920 | \$42,920 | \$42,920 | \$73,960 | (\$31,040) | \$71,900 | (\$28,980) | 0% | 100% | 0% | 0% | 0% | 0% |
| Clopay Corporation | \$75,000 | \$75,000 | \$75,000 | \$62,930 | \$12,070 | \$61,800 | \$13,200 | 0% | 0% | 0% | 0% | 100% | 0% |
| CMC Americas, Inc. | \$30,352 | \$59,045 | \$40,488 | \$73,248 | (\$32,761) | \$68,764 | (\$28,277) | 59% | 41% | 0% | 0% | 0% | 0% |
| Coansys Systems, Inc. | \$36,000 | \$47,000 | \$41,815 | \$59,314 | (\$17,499) | \$57,475 | (\$15,660) | 22% | 59% | 19% | 0% | 0% | 0% |
| Cognitim, Inc. | \$42,000 | \$60,000 | \$59,438 | \$86,267 | (\$26,829) | \$82,528 | (\$23,091) | 0% | 100% | 0% | 0% | 0% | 0% |
| Cognizant Technology Solutions | \$37,525 | \$70,000 | \$50,673 | \$64,933 | (\$14,259) | \$62,875 | (\$12,201) | 1% | 39% | 53% | 6% | 0% | 0% |
| Cole Layer Trumble Company | \$52,522 | \$59,853 | \$56,807 | \$64,353 | (\$7,547) | \$61,363 | (\$4,557) | 0% | 0% | 67% | 33% | 0% | 0% |
| Comdata Consulting A/K/A Sigma Associates | \$46,000 | \$52,000 | \$49,984 | \$63,711 | (\$13,727) | \$62,327 | (\$12,343) | 0% | 2% | 98% | 0% | 0% | 0% |
| Comp Consults, Inc. | \$38,710 | \$45,000 | \$43,935 | \$63,973 | (\$20,037) | \$61,688 | (\$17,753) | 4% | 96% | 0% | 0% | 0% | 0% |
| Compro Consulting Group, Inc. | \$42,000 | \$50,000 | \$44,778 | \$63,830 | (\$19,052) | \$62,660 | (\$17,882) | 0% | 96% | 4% | 0% | 0% | 0% |
| CompSys Technologies, Inc. | \$32,000 | \$45,000 | \$34,758 | \$67,435 | (\$32,677) | \$64,575 | (\$29,817) | 75% | 25% | 0% | 0% | 0% | 0% |
| CompuCare Software Systems, Inc. | \$45,000 | \$50,315 | \$49,425 | \$60,589 | (\$11,164) | \$58,705 | (\$9,280) | 0% | 13% | 87% | 0% | 0% | 0% |
| Compugra Systems, Inc. | \$45,000 | \$60,000 | \$53,435 | \$69,096 | (\$15,661) | \$70,351 | (\$16,916) | 0% | 63% | 37% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Compulink MGMT CTR-Lasefiche | \$48,900 | \$48,900 | \$48,900 | \$69,310 | (\$20,410) | \$67,070 | (\$18,170) | 0% | 100% | 0% | 0% | 0% | 0% |
| Compunnel Software Group, Inc. | \$43,680 | \$60,008 | \$51,680 | \$72,165 | (\$20,485) | \$67,666 | (\$15,987) | 0% | 18% | 82% | 0% | 0% | 0% |
| Compusharp, Inc. | \$33,810 | \$63,608 | \$45,271 | \$71,140 | (\$25,869) | \$68,646 | (\$23,375) | 14% | 57% | 29% | 0% | 0% | 0% |
| Compusoft Integrated Solution | \$36,500 | \$50,000 | \$43,177 | \$62,985 | (\$19,808) | \$60,707 | (\$17,530) | 0% | 82% | 18% | 0% | 0% | 0% |
| Compusystems, Inc. | \$35,339 | \$58,573 | \$46,829 | \$64,614 | (\$17,785) | \$62,325 | (\$15,495) | 0% | 81% | 15% | 4% | 0% | 0% |
| Computech Corporation | \$37,249 | \$49,875 | \$43,302 | \$64,688 | (\$21,386) | \$62,998 | (\$19,696) | 6% | 93% | 1% | 0% | 0% | 0% |
| Computer Associates and the Chatterjee Group | \$45,000 | \$60,000 | \$48,322 | \$67,914 | (\$19,592) | \$65,368 | (\$17,046) | 0% | 78% | 19% | 2% | 0% | 0% |
| Computer Associates International, Inc. | \$43,000 | \$100,000 | \$64,179 | \$73,348 | (\$9,169) | \$69,849 | (\$5,670) | 4% | 25% | 38% | 29% | 4% | 0% |
| Computer Consultants, Inc. | \$38,000 | \$42,000 | \$38,500 | \$75,804 | (\$37,304) | \$73,734 | (\$35,234) | 85% | 15% | 0% | 0% | 0% | 0% |
| Computer Enterprises, Inc. | \$37,253 | \$70,000 | \$58,195 | \$59,818 | (\$1,624) | \$57,448 | \$747 | 0% | 4% | 28% | 68% | 0% | 0% |
| Computer Horizons Corporation | \$47,000 | \$107,000 | \$66,533 | \$63,685 | \$2,848 | \$61,765 | \$4,769 | 0% | 6% | 33% | 42% | 15% | 3% |
| Computer Packages, Inc. | \$45,600 | \$48,000 | \$45,833 | \$62,668 | (\$16,834) | \$61,579 | (\$15,746) | 0% | 92% | 0% | 8% | 0% | 0% |
| Computer Sciences Corporation | \$37,228 | \$100,531 | \$67,619 | \$71,988 | (\$4,369) | \$69,263 | (\$1,644) | 6% | 18% | 29% | 32% | 16% | 0% |
| Computer Software Associates, Inc. | \$46,000 | \$46,000 | \$46,000 | \$68,229 | (\$22,229) | \$63,038 | (\$17,038) | 0% | 97% | 3% | 0% | 0% | 0% |
| Computer Technology Resources, Inc. | \$42,920 | \$52,147 | \$45,055 | \$74,264 | (\$29,209) | \$71,896 | (\$26,841) | 11% | 84% | 0% | 5% | 0% | 0% |
| CompuVision Consulting, Inc. | \$48,000 | \$95,000 | \$52,622 | \$67,943 | (\$15,321) | \$65,787 | (\$13,166) | 0% | 76% | 22% | 0% | 3% | 0% |
| Compuware Corporation | \$32,885 | \$85,363 | \$45,553 | \$62,341 | (\$16,788) | \$60,053 | (\$14,500) | 3% | 78% | 15% | 3% | 1% | 0% |
| Comsys, LLC. | \$36,675 | \$78,499 | \$54,915 | \$65,118 | (\$10,203) | \$62,793 | (\$7,878) | 9% | 13% | 60% | 18% | 0% | 0% |
| ComTec Consultants, Inc | \$34,000 | \$65,000 | \$42,665 | \$55,175 | (\$12,510) | \$50,658 | (\$7,993) | 3% | 30% | 65% | 3% | 0% | 0% |
| Concio Corporation | \$40,830 | \$57,450 | \$48,428 | \$73,960 | (\$25,532) | \$71,900 | (\$23,472) | 16% | 81% | 3% | 0% | 0% | 0% |
| Congruent Software, Inc. | \$36,005 | \$85,000 | \$45,662 | \$73,968 | (\$28,306) | \$71,529 | (\$25,867) | 24% | 73% | 0% | 0% | 2% | 0% |
| Conifer Information Technologies, Inc. | \$50,000 | \$55,000 | \$51,000 | \$70,343 | (\$19,343) | \$68,143 | (\$17,143) | 0% | 94% | 6% | 0% | 0% | 0% |
| Convergys Corporation | \$45,000 | \$60,000 | \$46,968 | \$67,198 | (\$20,230) | \$63,414 | (\$16,446) | 0% | 71% | 29% | 0% | 0% | 0% |
| Convergys Corporation | \$46,076 | \$81,037 | \$59,465 | \$63,077 | (\$3,612) | \$61,332 | (\$1,867) | 0% | 2% | 51% | 47% | 0% | 0% |
| Conversion Services International, Inc. | \$48,000 | \$51,000 | \$48,212 | \$67,833 | (\$19,621) | \$65,791 | (\$17,579) | 0% | 100% | 0% | 0% | 0% | 0% |
| Coolsoft, LLC. | \$40,800 | \$50,000 | \$43,684 | \$56,351 | (\$12,667) | \$54,308 | (\$10,624) | 0% | 64% | 36% | 0% | 0% | 0% |
| Core Providers, LLC. | \$42,000 | \$80,000 | \$51,286 | \$64,466 | (\$13,180) | \$61,731 | (\$10,446) | 0% | 61% | 22% | 14% | 2% | 0% |
| Corporate America Business Solutions, Inc. | \$42,000 | \$50,000 | \$44,176 | \$70,910 | (\$26,733) | \$68,419 | (\$24,242) | 35% | 53% | 9% | 3% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Corporate Computer Services | \$36,000 | \$72,000 | \$42,127 | \$61,938 | (\$19,811) | \$59,560 | (\$17,434) | 1% | 99% | 0% | 0% | 0% | 0% |
| Corpus, Inc. | \$41,487 | \$80,000 | \$44,497 | \$63,625 | (\$19,128) | \$61,549 | (\$17,053) | 0% | 85% | 13% | 2% | 0% | 0% |
| Countrywide Home Loans, Inc. | \$43,000 | \$95,000 | \$73,817 | \$79,501 | (\$5,684) | \$76,518 | (\$2,701) | 1% | 10% | 46% | 38% | 5% | 0% |
| Covansys Corporation | \$43,000 | \$95,000 | \$55,368 | \$65,128 | (\$9,760) | \$63,164 | (\$7,796) | 0% | 11% | 70% | 18% | 0% | 0% |
| Credent Technologies, LLC. | \$42,406 | \$50,000 | \$44,113 | \$71,410 | (\$27,297) | \$66,170 | (\$22,057) | 0% | 100% | 0% | 0% | 0% | 0% |
| CSC Holdings, Inc. | \$57,211 | \$115,044 | \$86,033 | \$69,815 | \$16,219 | \$66,610 | \$19,423 | 0% | 0% | 12% | 38% | 35% | 15% |
| C-Shell, Inc. | \$39,000 | \$93,600 | \$52,112 | \$67,297 | (\$15,186) | \$65,250 | (\$13,138) | 0% | 22% | 74% | 0% | 4% | 0% |
| CSP Solutions, Inc. | \$46,930 | \$53,768 | \$52,400 | \$85,010 | (\$32,610) | \$81,250 | (\$28,850) | 80% | 20% | 0% | 0% | 0% | 0% |
| Cyber Korp, Inc. | \$36,199 | \$90,000 | \$46,277 | \$64,489 | (\$18,211) | \$62,703 | (\$16,426) | 3% | 83% | 6% | 0% | 9% | 0% |
| Cyber Matrix, Inc. | \$43,050 | \$43,050 | \$43,050 | \$73,660 | (\$30,610) | \$67,290 | (\$24,240) | 0% | 100% | 0% | 0% | 0% | 0% |
| Cyber Resource Group Inc | \$36,000 | \$80,000 | \$52,235 | \$67,881 | (\$15,645) | \$65,606 | (\$13,370) | 0% | 35% | 63% | 2% | 0% | 0% |
| Cyber World Solutions A/K/A Atlas Computer Cons. | \$40,000 | \$52,000 | \$42,868 | \$64,570 | (\$21,701) | \$62,539 | (\$19,671) | 0% | 92% | 8% | 0% | 0% | 0% |
| Cybernet Software Systems, Inc. | \$46,072 | \$55,994 | \$49,769 | \$79,384 | (\$29,615) | \$75,173 | (\$25,404) | 30% | 70% | 0% | 0% | 0% | 0% |
| Cybersoft Technologies, Inc. | \$35,000 | \$40,000 | \$37,222 | \$63,990 | (\$26,768) | \$61,860 | (\$24,638) | 56% | 44% | 0% | 0% | 0% | 0% |
| Cybersoftec.Com, Inc. | \$45,000 | \$85,000 | \$63,424 | \$63,336 | \$88 | \$61,358 | \$2,067 | 0% | 4% | 60% | 14% | 20% | 2% |
| Cybertech Systems, Inc. | \$40,000 | \$48,000 | \$46,250 | \$64,111 | (\$17,861) | \$62,355 | (\$16,105) | 0% | 77% | 23% | 0% | 0% | 0% |
| CyberThink, Inc. | \$31,200 | \$56,160 | \$43,396 | \$67,549 | (\$24,154) | \$65,232 | (\$21,836) | 29% | 68% | 3% | 0% | 0% | 0% |
| Cygate Software & Consulting, LLC. | \$47,000 | \$100,000 | \$58,127 | \$71,751 | (\$13,624) | \$69,173 | (\$11,046) | 2% | 41% | 45% | 6% | 6% | 0% |
| Cyret Technologies, Inc. | \$60,000 | \$70,000 | \$61,721 | \$66,615 | (\$4,894) | \$64,990 | (\$3,268) | 0% | 0% | 67% | 33% | 0% | 0% |
| -D- | | | | | | | | | | | | | |
| Data Group, Inc. | \$50,000 | \$55,000 | \$50,042 | \$73,817 | (\$23,775) | \$68,308 | (\$18,266) | 0% | 1% | 99% | 0% | 0% | 0% |
| Data Point Systems, Inc. | \$32,000 | \$51,000 | \$39,538 | \$61,523 | (\$21,985) | \$58,057 | (\$18,518) | 26% | 74% | 0% | 0% | 0% | 0% |
| Data Warehouse Specialists, Inc. | \$36,100 | \$60,000 | \$50,028 | \$64,726 | (\$14,698) | \$61,788 | (\$11,761) | 3% | 23% | 75% | 0% | 0% | 0% |
| Data-Core Systems, Inc. | \$47,000 | \$60,000 | \$56,296 | \$59,837 | (\$3,541) | \$57,615 | (\$1,319) | 0% | 4% | 46% | 49% | 0% | 0% |
| Dataformix Technologies, Inc | \$45,011 | \$62,000 | \$51,463 | \$67,741 | (\$16,278) | \$65,593 | (\$14,130) | 0% | 27% | 73% | 0% | 0% | 0% |
| Datamanusa, LLC. | \$28,080 | \$57,000 | \$42,054 | \$46,925 | (\$4,870) | \$44,068 | (\$2,014) | 12% | 14% | 2% | 42% | 30% | 0% |
| Datamatics (America), Inc. | \$41,000 | \$52,000 | \$46,875 | \$64,969 | (\$18,094) | \$63,527 | (\$16,652) | 0% | 53% | 47% | 0% | 0% | 0% |
| DataTransit, Inc. | \$44,000 | \$45,000 | \$44,993 | \$69,072 | (\$24,079) | \$66,952 | (\$21,958) | 13% | 87% | 0% | 0% | 0% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Datec Corporation | \$50,000 | \$55,000 | \$50,225 | \$72,816 | (\$22,591) | \$70,800 | (\$20,576) | 0% | 92% | 8% | 0% | 0% | 0% |
| DB Concepts | \$39,710 | \$119,000 | \$69,301 | \$67,238 | \$2,063 | \$64,302 | \$5,000 | 0% | 10% | 33% | 31% | 22% | 4% |
| DCM Group, Inc. | \$32,386 | \$74,765 | \$49,719 | \$70,057 | (\$20,338) | \$67,809 | (\$18,089) | 4% | 58% | 36% | 1% | 0% | 0% |
| DelaSoft, Inc. | \$46,500 | \$49,000 | \$48,728 | \$63,800 | (\$15,072) | \$62,665 | (\$13,937) | 0% | 11% | 89% | 0% | 0% | 0% |
| Deligent, LLC. | \$41,487 | \$45,000 | \$41,943 | \$63,873 | (\$21,930) | \$61,765 | (\$19,822) | 0% | 100% | 0% | 0% | 0% | 0% |
| Dell USA, LP. | \$42,082 | \$108,756 | \$71,616 | \$73,402 | (\$1,787) | \$67,128 | \$4,488 | 0% | 2% | 35% | 55% | 8% | 0% |
| Deloitte & Touche | \$48,500 | \$105,900 | \$67,089 | \$74,501 | (\$7,412) | \$71,283 | (\$4,195) | 0% | 29% | 35% | 16% | 20% | 0% |
| Deutsche Bank A.G. | \$55,000 | \$150,000 | \$75,907 | \$69,934 | \$5,973 | \$66,199 | \$9,708 | 0% | 0% | 45% | 26% | 21% | 9% |
| Diaspark, Inc. | \$46,946 | \$78,000 | \$48,334 | \$68,610 | (\$20,276) | \$65,792 | (\$17,459) | 0% | 96% | 3% | 0% | 0% | 0% |
| Dibon Solutions, Inc. | \$36,000 | \$50,000 | \$36,592 | \$71,549 | (\$34,957) | \$65,967 | (\$29,374) | 86% | 13% | 1% | 0% | 0% | 0% |
| Dice Technologies | \$45,000 | \$70,000 | \$51,655 | \$66,478 | (\$14,823) | \$64,375 | (\$12,721) | 0% | 24% | 73% | 4% | 0% | 0% |
| Digital GlobalSoft Limited | \$48,461 | \$69,056 | \$55,554 | \$76,833 | (\$21,278) | \$74,062 | (\$18,507) | 9% | 57% | 35% | 0% | 0% | 0% |
| Digital GlobalSoft, Ltd. | \$45,186 | \$76,071 | \$56,233 | \$73,771 | (\$17,538) | \$70,373 | (\$14,140) | 6% | 31% | 55% | 8% | 0% | 0% |
| Digital Liberty Group, Inc. | \$45,000 | \$55,000 | \$54,630 | \$72,487 | (\$17,858) | \$70,260 | (\$15,630) | 0% | 81% | 17% | 2% | 0% | 0% |
| Diverse Lynx, LLC. | \$35,000 | \$65,000 | \$44,941 | \$64,214 | (\$19,273) | \$61,929 | (\$16,988) | 21% | 38% | 41% | 0% | 0% | 0% |
| DivIHN Integration, Inc. | \$38,000 | \$80,000 | \$45,012 | \$64,092 | (\$19,080) | \$62,566 | (\$17,553) | 0% | 90% | 8% | 2% | 0% | 0% |
| DLG Universal | \$45,000 | \$55,000 | \$52,326 | \$70,828 | (\$18,502) | \$68,793 | (\$16,468) | 0% | 86% | 14% | 0% | 0% | 0% |
| Donepudi Associates, Inc. | \$35,000 | \$45,000 | \$36,129 | \$65,485 | (\$29,356) | \$63,338 | (\$27,209) | 84% | 16% | 0% | 0% | 0% | 0% |
| Doon Technologies, Inc. | \$35,500 | \$54,000 | \$43,925 | \$71,007 | (\$27,082) | \$68,487 | (\$24,561) | 24% | 70% | 5% | 0% | 0% | 0% |
| Droisys, Inc. | \$36,750 | \$72,000 | \$50,066 | \$68,159 | (\$18,093) | \$65,832 | (\$15,767) | 6% | 69% | 20% | 4% | 0% | 0% |
| DSL Software Limited | \$42,500 | \$65,000 | \$57,815 | \$68,700 | (\$10,885) | \$65,911 | (\$8,096) | 0% | 8% | 92% | 0% | 0% | 0% |
| DSR Management, Inc. | \$45,000 | \$60,000 | \$51,464 | \$64,423 | (\$12,958) | \$62,662 | (\$11,198) | 0% | 32% | 64% | 4% | 0% | 0% |
| Dynamic Software Consultants, Inc. | \$42,000 | \$46,000 | \$43,938 | \$67,086 | (\$23,148) | \$65,930 | (\$21,991) | 0% | 97% | 3% | 0% | 0% | 0% |
| Dynamic Systems Inc. | \$37,500 | \$50,000 | \$42,119 | \$64,394 | (\$22,275) | \$61,059 | (\$18,940) | 0% | 88% | 12% | 0% | 0% | 0% |
| DynPro, Inc. | \$34,674 | \$79,102 | \$49,205 | \$68,785 | (\$19,581) | \$64,308 | (\$15,103) | 13% | 57% | 13% | 17% | 0% | 0% |
| -E- | | | | | | | | | | | | | |
| E Methods, Inc. | \$38,000 | \$40,000 | \$39,556 | \$64,162 | (\$24,607) | \$60,101 | (\$20,546) | 22% | 44% | 33% | 0% | 0% | 0% |
| E*Pro, Inc. | \$33,280 | \$53,040 | \$35,791 | \$60,131 | (\$24,340) | \$59,351 | (\$23,560) | 88% | 0% | 13% | 0% | 0% | 0% |
| E2e Solutions, Inc. | \$36,000 | \$85,000 | \$56,323 | \$64,900 | (\$8,577) | \$63,073 | (\$6,751) | 0% | 35% | 32% | 0% | 32% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|---------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Eapt Solutions, Inc. | \$45,000 | \$60,000 | \$47,586 | \$67,220 | (\$19,634) | \$65,180 | (\$17,594) | 0% | 83% | 17% | 0% | 0% | 0% |
| Eastray Technologies Inc. | \$45,000 | \$50,000 | \$45,167 | \$61,780 | (\$16,613) | \$58,220 | (\$13,053) | 0% | 0% | 100% | 0% | 0% | 0% |
| eBay, Inc. | \$64,608 | \$121,270 | \$90,747 | \$86,051 | \$4,696 | \$82,298 | \$8,450 | 0% | 1% | 29% | 48% | 19% | 3% |
| eBusiness Application Solutions, Inc. | \$42,307 | \$78,000 | \$45,861 | \$67,524 | (\$21,664) | \$64,480 | (\$18,619) | 0% | 82% | 18% | 0% | 0% | 0% |
| Ecal Solution, Inc. | \$40,000 | \$48,000 | \$41,333 | \$63,990 | (\$22,657) | \$61,860 | (\$20,527) | 0% | 100% | 0% | 0% | 0% | 0% |
| EchoSphere Corporation | \$40,000 | \$88,039 | \$64,553 | \$73,292 | (\$8,738) | \$71,042 | (\$6,489) | 3% | 24% | 36% | 30% | 6% | 0% |
| Ecom Consulting, Inc. | \$30,000 | \$60,000 | \$46,120 | \$68,779 | (\$22,659) | \$64,847 | (\$18,727) | 2% | 77% | 21% | 0% | 0% | 0% |
| Ecom Solutions, Inc. | \$40,000 | \$65,000 | \$46,302 | \$53,820 | (\$7,518) | \$53,426 | (\$7,123) | 0% | 10% | 90% | 0% | 0% | 0% |
| ECommercePioneer.Com, Inc. | \$30,000 | \$47,100 | \$37,828 | \$68,705 | (\$30,878) | \$65,797 | (\$27,970) | 69% | 31% | 0% | 0% | 0% | 0% |
| EcomNets, Inc. | \$29,890 | \$84,000 | \$49,377 | \$65,951 | (\$16,574) | \$63,109 | (\$13,732) | 0% | 66% | 3% | 30% | 1% | 0% |
| E-Computers Technologies, Inc. | \$36,000 | \$40,000 | \$38,500 | \$65,199 | (\$26,699) | \$62,539 | (\$24,039) | 38% | 63% | 0% | 0% | 0% | 0% |
| eCRM Labs, Inc. | \$45,000 | \$45,000 | \$45,000 | \$81,160 | (\$36,160) | \$78,466 | (\$33,466) | 94% | 6% | 0% | 0% | 0% | 0% |
| EdMurphy Consulting, Inc. | \$41,000 | \$50,000 | \$42,662 | \$65,532 | (\$22,869) | \$62,808 | (\$20,146) | 0% | 100% | 0% | 0% | 0% | 0% |
| e-Emphasys Technologies, Inc. | \$45,656 | \$80,000 | \$54,210 | \$70,872 | (\$16,663) | \$67,873 | (\$13,663) | 0% | 39% | 51% | 10% | 0% | 0% |
| Egen Solutions, Inc. | \$36,691 | \$76,452 | \$40,313 | \$63,122 | (\$22,809) | \$61,023 | (\$20,710) | 9% | 82% | 0% | 9% | 0% | 0% |
| e-IT Professionals Corp. | \$43,680 | \$79,040 | \$55,909 | \$64,230 | (\$8,321) | \$62,354 | (\$6,445) | 0% | 14% | 66% | 21% | 0% | 0% |
| Electronic Arts, Inc. | \$46,987 | \$115,500 | \$77,910 | \$82,997 | (\$5,087) | \$79,335 | (\$1,425) | 0% | 24% | 36% | 33% | 7% | 0% |
| Electronic Data Systems (EDS) | \$37,200 | \$110,004 | \$70,904 | \$65,441 | \$5,462 | \$63,803 | \$7,101 | 0% | 2% | 30% | 43% | 18% | 6% |
| Eli Lilly and Company | \$53,460 | \$91,320 | \$67,691 | \$59,552 | \$8,139 | \$56,128 | \$11,563 | 0% | 0% | 7% | 56% | 37% | 0% |
| Elite Solutions, Inc. | \$42,000 | \$54,000 | \$42,459 | \$65,890 | (\$23,431) | \$58,162 | (\$15,702) | 97% | 3% | 0% | 0% | 0% | 0% |
| EMC Corporation | \$39,800 | \$117,600 | \$66,877 | \$82,412 | (\$15,535) | \$80,263 | (\$13,387) | 18% | 37% | 15% | 23% | 7% | 0% |
| Emergtech Business Solutions, Inc. | \$42,000 | \$60,000 | \$49,358 | \$66,285 | (\$16,927) | \$63,860 | (\$14,502) | 1% | 61% | 34% | 3% | 0% | 0% |
| Emergys Corporation | \$42,000 | \$80,000 | \$55,073 | \$73,711 | (\$18,638) | \$68,193 | (\$13,120) | 0% | 50% | 33% | 17% | 0% | 0% |
| Emprise Consulting, LLC. | \$45,000 | \$50,000 | \$49,643 | \$74,353 | (\$24,710) | \$72,200 | (\$22,558) | 5% | 95% | 0% | 0% | 0% | 0% |
| EnSoftek, Inc. | \$42,000 | \$73,500 | \$51,245 | \$65,893 | (\$14,648) | \$63,565 | (\$12,320) | 2% | 30% | 57% | 11% | 0% | 0% |
| Enternet Business Systems, Inc. | \$44,000 | \$83,100 | \$48,925 | \$68,470 | (\$19,544) | \$66,343 | (\$17,418) | 6% | 89% | 3% | 0% | 2% | 0% |
| Enterprise Business Solutions, Inc. | \$37,357 | \$49,504 | \$49,491 | \$63,998 | (\$14,507) | \$61,247 | (\$11,756) | 0% | 28% | 72% | 0% | 0% | 0% |
| Enterprise Software Solutions, Inc. | \$45,800 | \$85,000 | \$50,270 | \$68,775 | (\$18,505) | \$65,906 | (\$15,636) | 0% | 83% | 10% | 5% | 2% | 0% |
| Enterprise Solutions, Inc. | \$34,343 | \$69,753 | \$46,583 | \$68,047 | (\$21,464) | \$65,491 | (\$18,908) | 7% | 59% | 34% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|---------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Environmental Systems Research Institute, Inc. | \$37,960 | \$104,000 | \$59,628 | \$71,046 | (\$11,417) | \$68,977 | (\$9,348) | 0% | 34% | 53% | 11% | 3% | 0% |
| ePace Technologies, Inc. | \$47,000 | \$82,000 | \$58,111 | \$81,519 | (\$23,408) | \$78,540 | (\$20,429) | 0% | 96% | 4% | 0% | 0% | 0% |
| ePairs, Inc. | \$48,000 | \$65,000 | \$53,333 | \$83,930 | (\$30,596) | \$80,427 | (\$27,094) | 40% | 53% | 7% | 0% | 0% | 0% |
| Epic Systems Corporation | \$50,000 | \$50,000 | \$50,000 | \$54,410 | (\$4,410) | \$52,470 | (\$2,470) | 0% | 0% | 100% | 0% | 0% | 0% |
| ePower, Inc. | \$32,000 | \$52,000 | \$40,017 | \$72,067 | (\$32,050) | \$66,211 | (\$26,194) | 53% | 41% | 5% | 0% | 0% | 0% |
| Equifax Information Services, LLC. | \$40,850 | \$85,000 | \$67,094 | \$60,801 | \$6,293 | \$58,659 | \$8,435 | 4% | 4% | 15% | 46% | 31% | 0% |
| Ernst & Young, LLP. | \$44,000 | \$81,036 | \$63,798 | \$70,595 | (\$6,797) | \$67,415 | (\$3,617) | 0% | 36% | 18% | 27% | 18% | 0% |
| ERP Analyst, Inc. (Formerly Lucent Info Tech USA) | \$35,726 | \$53,485 | \$43,911 | \$63,684 | (\$19,773) | \$61,991 | (\$18,080) | 13% | 61% | 26% | 0% | 0% | 0% |
| eSemantiks Inc. | \$40,000 | \$71,000 | \$45,431 | \$65,558 | (\$20,127) | \$64,164 | (\$18,733) | 0% | 97% | 0% | 3% | 0% | 0% |
| eTechnosoft Corporation | \$47,110 | \$64,480 | \$61,676 | \$84,888 | (\$23,211) | \$81,283 | (\$19,607) | 0% | 97% | 3% | 0% | 0% | 0% |
| Etomei, Inc. | \$45,923 | \$54,183 | \$50,038 | \$75,803 | (\$25,764) | \$73,491 | (\$23,453) | 14% | 86% | 0% | 0% | 0% | 0% |
| eTouch Systems Corp. | \$60,000 | \$70,880 | \$70,868 | \$73,727 | (\$2,859) | \$71,718 | (\$851) | 0% | 0% | 96% | 4% | 0% | 0% |
| E-Transactions Software Technologies, Inc. | \$39,224 | \$49,500 | \$43,857 | \$67,898 | (\$24,042) | \$64,578 | (\$20,721) | 5% | 95% | 0% | 0% | 0% | 0% |
| eTransX, Inc. | \$35,000 | \$42,000 | \$40,778 | \$63,990 | (\$23,212) | \$61,860 | (\$21,082) | 11% | 89% | 0% | 0% | 0% | 0% |
| Eureka Technocrats, Inc. | \$40,000 | \$60,000 | \$47,625 | \$65,876 | (\$18,251) | \$64,306 | (\$16,681) | 3% | 76% | 22% | 0% | 0% | 0% |
| eVantage Technologies, Inc | \$45,000 | \$50,000 | \$45,135 | \$67,257 | (\$22,122) | \$65,196 | (\$20,061) | 0% | 97% | 3% | 0% | 0% | 0% |
| Everest Business Solutions, Inc. | \$29,162 | \$60,000 | \$43,403 | \$61,588 | (\$18,185) | \$58,229 | (\$14,826) | 3% | 88% | 9% | 0% | 0% | 0% |
| Everest Computers, Inc. | \$39,000 | \$71,300 | \$46,419 | \$67,102 | (\$20,683) | \$61,327 | (\$14,907) | 5% | 93% | 1% | 0% | 0% | 0% |
| Everest Consulting Group | \$36,000 | \$65,000 | \$50,609 | \$67,389 | (\$16,780) | \$65,330 | (\$14,720) | 0% | 72% | 25% | 2% | 0% | 0% |
| Excellent IT Solutions, Inc. | \$45,000 | \$56,000 | \$50,063 | \$63,648 | (\$13,585) | \$62,738 | (\$12,675) | 0% | 54% | 46% | 0% | 0% | 0% |
| Exec Search, Inc. | \$34,541 | \$95,000 | \$45,937 | \$61,583 | (\$15,646) | \$58,901 | (\$12,964) | 1% | 68% | 26% | 1% | 0% | 3% |
| Expedia, Inc. | \$48,033 | \$77,248 | \$59,954 | \$79,452 | (\$19,497) | \$76,640 | (\$16,686) | 18% | 36% | 42% | 3% | 0% | 0% |
| Experttech Solutions, Inc. | \$50,000 | \$50,000 | \$50,000 | \$86,143 | (\$36,143) | \$82,238 | (\$32,238) | 93% | 7% | 0% | 0% | 0% | 0% |
| EZ Solutions, Inc. | \$45,000 | \$78,000 | \$50,102 | \$59,397 | (\$9,295) | \$58,512 | (\$8,410) | 0% | 20% | 70% | 7% | 2% | 0% |
| EzCommerce Global Solutions Inc. | \$45,000 | \$50,000 | \$47,667 | \$66,833 | (\$19,167) | \$64,773 | (\$17,107) | 0% | 67% | 33% | 0% | 0% | 0% |
| eZe Systems Inc. | \$46,000 | \$50,000 | \$49,861 | \$67,611 | (\$17,750) | \$65,365 | (\$15,504) | 0% | 97% | 3% | 0% | 0% | 0% |
| EZen Computer Servcies Inc | \$37,600 | \$54,700 | \$39,355 | \$73,445 | (\$34,090) | \$68,124 | (\$28,768) | 0% | 97% | 3% | 0% | 0% | 0% |

-F-

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Fair Isaac Corporation | \$43,784 | \$104,520 | \$71,561 | \$83,438 | (\$11,877) | \$79,979 | (\$8,418) | 20% | 19% | 9% | 39% | 13% | 0% |
| FANNIE MAE | \$65,000 | \$104,600 | \$83,150 | \$61,113 | \$22,038 | \$58,040 | \$25,110 | 0% | 0% | 0% | 38% | 38% | 25% |
| Farmers Group, Inc. | \$48,300 | \$135,000 | \$63,304 | \$72,385 | (\$9,081) | \$70,210 | (\$6,906) | 0% | 48% | 26% | 17% | 7% | 2% |
| Federal Home Loan Mortgage Corporation | \$48,500 | \$111,719 | \$78,120 | \$65,807 | \$12,314 | \$64,093 | \$14,027 | 0% | 0% | 14% | 52% | 23% | 11% |
| FedEx Corporate Services, Inc. | \$38,710 | \$80,342 | \$57,881 | \$61,322 | (\$3,441) | \$58,848 | (\$967) | 0% | 10% | 40% | 50% | 0% | 0% |
| Fidelity Investments | \$37,107 | \$101,100 | \$64,836 | \$75,413 | (\$10,578) | \$73,084 | (\$8,248) | 6% | 39% | 25% | 27% | 4% | 1% |
| First Object, Inc. | \$49,317 | \$49,317 | \$49,317 | \$73,660 | (\$24,343) | \$67,290 | (\$17,973) | 0% | 100% | 0% | 0% | 0% | 0% |
| First Tek Technologies, Inc. | \$37,981 | \$67,640 | \$50,748 | \$65,298 | (\$14,550) | \$62,998 | (\$12,251) | 0% | 60% | 40% | 0% | 0% | 0% |
| Fourth Technologies | \$33,779 | \$50,000 | \$42,600 | \$67,091 | (\$24,491) | \$64,955 | (\$22,356) | 4% | 92% | 4% | 0% | 0% | 0% |
| Friendly Consultants, Inc. | \$45,000 | \$51,438 | \$45,873 | \$72,508 | (\$26,634) | \$69,631 | (\$23,757) | 29% | 71% | 0% | 0% | 0% | 0% |
| Fulcrum Logic, Inc. | \$50,000 | \$107,000 | \$61,359 | \$68,388 | (\$7,029) | \$66,241 | (\$4,883) | 0% | 4% | 78% | 15% | 4% | 0% |
| Fusion InfoTech | \$44,175 | \$55,000 | \$50,088 | \$67,220 | (\$17,132) | \$65,180 | (\$15,092) | 0% | 79% | 21% | 0% | 0% | 0% |
| Fusion Resources, LLC. | \$60,000 | \$85,000 | \$60,302 | \$57,872 | \$2,431 | \$56,326 | \$3,976 | 0% | 0% | 2% | 97% | 1% | 0% |
| Future Technology Foundation, Inc. | \$29,890 | \$60,000 | \$39,717 | \$67,870 | (\$28,153) | \$65,489 | (\$25,772) | 43% | 56% | 1% | 0% | 0% | 0% |
| FutureTech Consultants, LLC. | \$25,584 | \$51,896 | \$39,400 | \$58,795 | (\$19,394) | \$56,657 | (\$17,257) | 4% | 91% | 4% | 0% | 0% | 0% |
| -G- | | | | | | | | | | | | | |
| G4 Technologies | \$45,300 | \$60,625 | \$52,314 | \$66,986 | (\$14,672) | \$64,947 | (\$12,634) | 0% | 19% | 81% | 0% | 0% | 0% |
| Gallega Software Solutions, Inc. | \$45,000 | \$45,000 | \$45,000 | \$56,890 | (\$11,890) | \$54,670 | (\$9,670) | 0% | 0% | 100% | 0% | 0% | 0% |
| Gantec Corporation | \$38,022 | \$55,307 | \$45,982 | \$66,616 | (\$20,635) | \$64,446 | (\$18,465) | 0% | 86% | 14% | 0% | 0% | 0% |
| Gateway Solutions, Inc. | \$38,000 | \$60,000 | \$46,878 | \$64,034 | (\$17,156) | \$61,799 | (\$14,922) | 0% | 60% | 36% | 4% | 0% | 0% |
| GAVS Information Services Pvt., Ltd. | \$45,510 | \$57,450 | \$51,660 | \$69,387 | (\$17,727) | \$68,257 | (\$16,597) | 0% | 56% | 44% | 0% | 0% | 0% |
| GE | \$44,700 | \$103,000 | \$74,570 | \$68,984 | \$5,586 | \$65,974 | \$8,597 | 3% | 5% | 22% | 46% | 11% | 14% |
| Gemini Systems, Inc. | \$46,000 | \$51,314 | \$50,152 | \$67,220 | (\$17,068) | \$65,180 | (\$15,028) | 0% | 22% | 78% | 0% | 0% | 0% |
| Genex Technologies, Inc. | \$35,000 | \$46,500 | \$44,658 | \$63,589 | (\$18,932) | \$62,085 | (\$17,427) | 8% | 87% | 5% | 0% | 0% | 0% |
| Genome International Corp. | \$33,000 | \$51,000 | \$41,499 | \$62,649 | (\$21,150) | \$60,464 | (\$18,964) | 24% | 67% | 10% | 0% | 0% | 0% |
| Geosoft Technologies, Inc | \$48,000 | \$80,000 | \$51,231 | \$67,043 | (\$15,813) | \$63,891 | (\$12,660) | 0% | 0% | 96% | 4% | 0% | 0% |
| Global Consultant, Inc. | \$40,000 | \$66,000 | \$48,513 | \$66,313 | (\$17,800) | \$63,118 | (\$14,604) | 0% | 51% | 48% | 1% | 0% | 0% |
| Global Consulting Group | \$36,000 | \$88,400 | \$43,366 | \$65,986 | (\$22,620) | \$63,802 | (\$20,435) | 35% | 55% | 9% | 1% | 1% | 0% |
| Global Dynamics International, Inc. | \$47,840 | \$60,000 | \$51,124 | \$65,020 | (\$13,896) | \$62,858 | (\$11,733) | 0% | 75% | 0% | 25% | 0% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Global Enterprise Management Solutions | \$30,000 | \$52,000 | \$32,855 | \$64,167 | (\$31,312) | \$61,647 | (\$28,791) | 78% | 13% | 8% | 0% | 0% | 0% |
| Global Information Technology, Inc. | \$40,000 | \$100,000 | \$53,344 | \$64,463 | (\$11,119) | \$59,861 | (\$6,517) | 7% | 15% | 44% | 26% | 7% | 0% |
| Global Infotech Solutions, Inc. | \$38,000 | \$60,000 | \$43,543 | \$69,021 | (\$25,478) | \$65,967 | (\$22,424) | 14% | 76% | 10% | 0% | 0% | 0% |
| Global IT, Inc. | \$38,000 | \$58,000 | \$53,408 | \$67,156 | (\$13,748) | \$65,321 | (\$11,914) | 10% | 0% | 90% | 0% | 0% | 0% |
| Global Resource Management | \$45,000 | \$80,000 | \$50,931 | \$70,064 | (\$19,133) | \$64,674 | (\$13,743) | 0% | 52% | 41% | 3% | 3% | 0% |
| Global Software Technologies, Inc. | \$44,000 | \$72,000 | \$51,830 | \$63,353 | (\$11,524) | \$60,124 | (\$8,294) | 0% | 14% | 78% | 7% | 0% | 0% |
| Global Tech & Resources, Inc. | \$40,000 | \$77,000 | \$54,668 | \$69,744 | (\$15,076) | \$67,998 | (\$13,330) | 4% | 36% | 56% | 4% | 0% | 0% |
| Global Technical Software Services | \$42,000 | \$69,000 | \$43,204 | \$67,083 | (\$23,878) | \$65,007 | (\$21,803) | 0% | 96% | 3% | 1% | 0% | 0% |
| Global Technology Resources and Solutions, Inc | \$45,000 | \$70,000 | \$49,493 | \$62,031 | (\$12,537) | \$58,637 | (\$9,144) | 0% | 1% | 92% | 7% | 0% | 0% |
| Global Tek, Inc. | \$45,000 | \$45,000 | \$45,000 | \$68,666 | (\$23,666) | \$65,934 | (\$20,934) | 1% | 99% | 0% | 0% | 0% | 0% |
| GlobalCynex, Inc. | \$48,000 | \$91,000 | \$52,433 | \$62,013 | (\$9,580) | \$58,678 | (\$6,245) | 0% | 0% | 92% | 7% | 0% | 0% |
| Globaldata Management Corporation | \$38,000 | \$60,000 | \$49,349 | \$72,506 | (\$23,157) | \$70,012 | (\$20,663) | 26% | 37% | 36% | 2% | 0% | 0% |
| Globalways, Inc. | \$40,000 | \$60,000 | \$48,241 | \$65,904 | (\$17,663) | \$64,356 | (\$16,115) | 0% | 65% | 35% | 0% | 0% | 0% |
| Goldman, Sachs & Co. | \$45,000 | \$136,000 | \$72,874 | \$71,452 | \$1,421 | \$66,725 | \$6,149 | 0% | 0% | 47% | 36% | 14% | 3% |
| Goldstone Technologies Limited | \$43,000 | \$92,500 | \$48,363 | \$61,130 | (\$12,767) | \$57,704 | (\$9,341) | 0% | 57% | 35% | 2% | 6% | 0% |
| Google Inc. | \$55,100 | \$140,000 | \$94,937 | \$88,126 | \$6,811 | \$83,965 | \$10,972 | 0% | 3% | 18% | 48% | 29% | 2% |
| GSS America, Inc. | \$46,000 | \$80,000 | \$49,334 | \$64,324 | (\$14,990) | \$63,033 | (\$13,699) | 0% | 75% | 24% | 0% | 1% | 0% |
| Gulzar J&P Enterprises Ltd. | \$44,000 | \$67,500 | \$49,939 | \$64,506 | (\$14,567) | \$63,038 | (\$13,099) | 0% | 57% | 39% | 5% | 0% | 0% |
| Gurus Informations Technology Services, LLC. | \$35,000 | \$53,300 | \$43,519 | \$64,041 | (\$20,521) | \$61,054 | (\$17,535) | 2% | 83% | 15% | 0% | 0% | 0% |
| -H- | | | | | | | | | | | | | |
| H.R.D., Inc. | \$32,000 | \$41,000 | \$39,780 | \$63,150 | (\$23,370) | \$62,770 | (\$22,990) | 14% | 86% | 0% | 0% | 0% | 0% |
| H1Bjobs, LLC. | \$50,000 | \$60,000 | \$59,783 | \$62,884 | (\$3,101) | \$60,460 | (\$677) | 0% | 0% | 41% | 59% | 0% | 0% |
| Halcyon Solutions Inc. | \$42,463 | \$85,280 | \$49,761 | \$57,930 | (\$8,170) | \$56,448 | (\$6,687) | 0% | 19% | 80% | 0% | 1% | 0% |
| Hallmark Global Technologies A/K/A SNB Infotech | \$45,000 | \$45,000 | \$45,000 | \$73,035 | (\$28,035) | \$70,003 | (\$25,003) | 0% | 99% | 1% | 0% | 0% | 0% |
| Hansoft, Inc | \$44,000 | \$46,500 | \$44,857 | \$71,470 | (\$26,613) | \$68,953 | (\$24,096) | 0% | 100% | 0% | 0% | 0% | 0% |
| HCL Technologies America, Inc. | \$24,582 | \$70,050 | \$41,492 | \$67,189 | (\$25,697) | \$64,686 | (\$23,193) | 33% | 65% | 1% | 0% | 0% | 0% |
| Headstrong Services, LLC. | \$55,000 | \$90,000 | \$64,477 | \$68,345 | (\$3,867) | \$65,926 | (\$1,449) | 0% | 0% | 69% | 26% | 5% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Hewitt Associates, LLC. | \$38,000 | \$85,000 | \$50,741 | \$66,558 | (\$15,817) | \$64,431 | (\$13,690) | 9% | 46% | 32% | 10% | 3% | 0% |
| Hewlett Packard Company | \$45,698 | \$149,040 | \$81,011 | \$78,104 | \$2,907 | \$74,729 | \$6,282 | 0% | 8% | 31% | 39% | 18% | 5% |
| Hewlett-Packard GlobalSoft, Ltd. | \$46,348 | \$72,309 | \$54,807 | \$71,765 | (\$16,959) | \$68,989 | (\$14,183) | 9% | 34% | 52% | 5% | 0% | 0% |
| Hexaware Technologies, Inc. | \$30,352 | \$94,000 | \$49,068 | \$67,568 | (\$18,499) | \$65,196 | (\$16,128) | 5% | 78% | 12% | 5% | 0% | 0% |
| Hidef Technologies, Inc. | \$31,500 | \$49,000 | \$39,815 | \$59,174 | (\$19,358) | \$56,418 | (\$16,602) | 10% | 88% | 2% | 0% | 0% | 0% |
| HIQ Software Solutions, Inc. | \$40,000 | \$50,000 | \$48,393 | \$65,451 | (\$17,058) | \$63,218 | (\$14,825) | 0% | 39% | 61% | 0% | 0% | 0% |
| Hitec Information & Technologies Inc | \$40,000 | \$104,000 | \$53,246 | \$62,906 | (\$9,660) | \$59,363 | (\$6,117) | 0% | 23% | 54% | 12% | 8% | 4% |
| Homecare Alliance, Inc. | \$35,100 | \$56,160 | \$55,900 | \$65,573 | (\$9,673) | \$65,763 | (\$9,863) | 0% | 1% | 99% | 0% | 0% | 0% |
| Horizon Companies Inc. | \$40,000 | \$75,000 | \$59,569 | \$67,531 | (\$7,963) | \$65,685 | (\$6,116) | 0% | 10% | 87% | 3% | 0% | 0% |
| Horizon International Trd. Inc | \$36,082 | \$60,000 | \$50,192 | \$80,612 | (\$30,420) | \$78,290 | (\$28,098) | 66% | 25% | 9% | 0% | 0% | 0% |
| Household International, Inc. | \$57,200 | \$83,385 | \$70,248 | \$68,365 | \$1,883 | \$65,958 | \$4,290 | 0% | 0% | 44% | 48% | 7% | 0% |
| HPN Consulting Group, LLC. | \$31,429 | \$83,200 | \$46,037 | \$63,773 | (\$17,736) | \$61,501 | (\$15,464) | 17% | 58% | 17% | 0% | 8% | 0% |
| HPNNET.COM, LLC. | \$39,520 | \$74,880 | \$50,404 | \$55,704 | (\$5,300) | \$52,829 | (\$2,424) | 4% | 4% | 68% | 18% | 7% | 0% |
| HPS America, Inc. | \$38,216 | \$59,280 | \$45,741 | \$69,887 | (\$24,146) | \$65,277 | (\$19,535) | 4% | 93% | 3% | 0% | 0% | 0% |
| HTC Global Services, Inc. | \$40,000 | \$68,500 | \$50,932 | \$65,711 | (\$14,778) | \$64,344 | (\$13,411) | 0% | 48% | 47% | 4% | 0% | 0% |
| Hughes Network Systems | \$53,760 | \$87,127 | \$69,380 | \$80,755 | (\$11,375) | \$78,835 | (\$9,456) | 0% | 25% | 63% | 9% | 4% | 0% |
| Hughes Software Systems Limited | \$42,104 | \$69,445 | \$55,380 | \$81,783 | (\$26,403) | \$78,520 | (\$23,140) | 28% | 52% | 19% | 0% | 0% | 0% |
| Hyperion Solutions Corporation | \$54,000 | \$135,000 | \$87,842 | \$78,787 | \$9,055 | \$75,825 | \$12,017 | 0% | 3% | 17% | 54% | 20% | 6% |
| Hytech Consulting, Inc | \$45,000 | \$75,000 | \$58,316 | \$58,152 | \$164 | \$56,508 | \$1,807 | 0% | 0% | 26% | 71% | 3% | 0% |
| - - | | | | | | | | | | | | | |
| I & I SOFTWARE, Inc. | \$35,000 | \$55,000 | \$39,531 | \$57,091 | (\$17,559) | \$54,918 | (\$15,387) | 0% | 75% | 9% | 16% | 0% | 0% |
| I Q SYSTEMS, Inc. | \$45,000 | \$65,000 | \$51,417 | \$61,979 | (\$10,562) | \$58,993 | (\$7,576) | 0% | 0% | 100% | 0% | 0% | 0% |
| IBM | \$44,140 | \$161,000 | \$81,059 | \$73,641 | \$7,417 | \$70,284 | \$10,774 | 0% | 3% | 30% | 35% | 24% | 8% |
| IBM Global Service India Pvt., Ltd. | \$32,178 | \$59,280 | \$46,311 | \$62,640 | (\$16,329) | \$59,937 | (\$13,626) | 1% | 43% | 53% | 2% | 0% | 0% |
| iConnect, LLC. | \$40,000 | \$53,000 | \$45,208 | \$63,101 | (\$17,893) | \$60,539 | (\$15,330) | 0% | 36% | 64% | 0% | 0% | 0% |
| Iconsoft, Inc | \$42,000 | \$80,000 | \$67,100 | \$78,303 | (\$11,203) | \$75,331 | (\$8,231) | 0% | 20% | 57% | 23% | 0% | 0% |
| I-FLEX Solutions, Inc. | \$60,000 | \$86,400 | \$61,422 | \$69,115 | (\$7,693) | \$66,254 | (\$4,832) | 0% | 0% | 82% | 17% | 2% | 0% |
| Ifotech, Inc. | \$40,000 | \$48,000 | \$44,135 | \$64,942 | (\$20,808) | \$63,700 | (\$19,565) | 29% | 26% | 45% | 0% | 0% | 0% |
| iGate Mastech, Inc. | \$44,124 | \$91,826 | \$62,003 | \$64,178 | (\$2,175) | \$61,612 | \$392 | 0% | 1% | 50% | 47% | 2% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| iGTL Solutions (USA), Inc. | \$49,000 | \$50,310 | \$49,711 | \$67,949 | (\$18,238) | \$65,563 | (\$15,852) | 0% | 76% | 24% | 0% | 0% | 0% |
| Ik Solutions, Inc. | \$38,000 | \$55,058 | \$48,680 | \$78,385 | (\$29,705) | \$75,481 | (\$26,801) | 36% | 64% | 0% | 0% | 0% | 0% |
| Indotronix International Corporation | \$43,680 | \$99,840 | \$66,733 | \$69,757 | (\$3,024) | \$66,476 | \$258 | 0% | 4% | 50% | 35% | 11% | 0% |
| Indus Associates, Inc. | \$44,000 | \$44,000 | \$44,000 | \$69,438 | (\$25,438) | \$67,589 | (\$23,589) | 0% | 93% | 7% | 0% | 0% | 0% |
| Indus Solutions, LLC. | \$42,000 | \$42,000 | \$42,000 | \$59,770 | (\$17,770) | \$57,940 | (\$15,940) | 0% | 100% | 0% | 0% | 0% | 0% |
| Indus Valley Consultants, Inc. | \$25,000 | \$60,000 | \$35,411 | \$69,136 | (\$33,725) | \$64,606 | (\$29,195) | 37% | 58% | 5% | 0% | 0% | 0% |
| Indusa Technical Corp. | \$38,168 | \$60,000 | \$41,410 | \$64,273 | (\$22,863) | \$62,945 | (\$21,534) | 0% | 95% | 5% | 0% | 0% | 0% |
| Infinite Computer Solutions Inc | \$44,000 | \$114,400 | \$64,853 | \$72,090 | (\$7,237) | \$68,472 | (\$3,619) | 2% | 33% | 28% | 28% | 7% | 2% |
| Infinite Computing Systems, Inc. | \$29,047 | \$55,644 | \$41,603 | \$61,049 | (\$19,447) | \$59,270 | (\$17,667) | 20% | 54% | 25% | 2% | 0% | 0% |
| Infinity Tech Group, Inc. | \$44,000 | \$70,000 | \$49,222 | \$63,624 | (\$14,401) | \$62,653 | (\$13,430) | 4% | 30% | 59% | 7% | 0% | 0% |
| Infobahn Softworld, Inc. | \$38,000 | \$75,000 | \$51,280 | \$65,831 | (\$14,551) | \$64,313 | (\$13,033) | 5% | 33% | 51% | 11% | 0% | 0% |
| Infodat International, Inc. | \$35,000 | \$45,000 | \$37,913 | \$64,551 | (\$26,638) | \$62,175 | (\$24,262) | 46% | 54% | 0% | 0% | 0% | 0% |
| InfoExperts | \$38,000 | \$65,000 | \$44,787 | \$72,795 | (\$28,008) | \$67,017 | (\$22,230) | 5% | 91% | 1% | 3% | 0% | 0% |
| Infogain Corporation | \$60,000 | \$102,000 | \$76,320 | \$86,860 | (\$10,540) | \$83,040 | (\$6,720) | 0% | 27% | 46% | 25% | 2% | 0% |
| Informatics Technologies, Inc. | \$42,000 | \$94,000 | \$48,462 | \$59,945 | (\$11,483) | \$58,327 | (\$9,865) | 0% | 54% | 38% | 4% | 0% | 4% |
| Infomerica, Inc. | \$29,798 | \$57,450 | \$42,530 | \$66,334 | (\$23,804) | \$63,440 | (\$20,911) | 9% | 78% | 13% | 0% | 0% | 0% |
| infoNero Inc. | \$26,300 | \$48,300 | \$32,900 | \$54,190 | (\$21,290) | \$52,023 | (\$19,123) | 67% | 22% | 11% | 0% | 0% | 0% |
| Inforide Technologies, LLC. | \$30,000 | \$52,000 | \$44,103 | \$64,847 | (\$20,744) | \$62,084 | (\$17,981) | 6% | 78% | 16% | 0% | 0% | 0% |
| Information & Computing Serv. | \$65,000 | \$78,600 | \$76,943 | \$65,616 | \$11,327 | \$60,329 | \$16,614 | 0% | 0% | 11% | 3% | 86% | 0% |
| Information Gateways, Inc. | \$50,000 | \$62,000 | \$53,942 | \$73,879 | (\$19,937) | \$71,204 | (\$17,262) | 0% | 57% | 43% | 0% | 0% | 0% |
| Information Technology Architects, Inc | \$45,000 | \$55,000 | \$49,294 | \$70,703 | (\$21,409) | \$68,372 | (\$19,078) | 38% | 32% | 29% | 0% | 0% | 0% |
| Informatix Corporation | \$45,000 | \$45,000 | \$45,000 | \$62,221 | (\$17,221) | \$60,537 | (\$15,537) | 0% | 100% | 0% | 0% | 0% | 0% |
| InfoSmart Technologies, Inc. | \$37,981 | \$102,960 | \$45,968 | \$62,654 | (\$16,686) | \$60,678 | (\$14,710) | 0% | 87% | 5% | 0% | 8% | 0% |
| Infospan, Inc. | \$49,504 | \$49,504 | \$49,504 | \$62,786 | (\$13,282) | \$60,228 | (\$10,724) | 0% | 21% | 79% | 0% | 0% | 0% |
| Infosys Technologies, Ltd. | \$35,110 | \$73,923 | \$50,405 | \$63,943 | (\$13,537) | \$61,296 | (\$10,890) | 2% | 29% | 58% | 11% | 0% | 0% |
| Infotech Consulting, Inc. | \$30,930 | \$90,000 | \$53,391 | \$65,397 | (\$12,006) | \$62,584 | (\$9,193) | 4% | 35% | 40% | 19% | 2% | 0% |
| Infotech Global, Inc. | \$35,000 | \$54,184 | \$49,650 | \$69,803 | (\$20,153) | \$66,808 | (\$17,158) | 0% | 77% | 23% | 0% | 0% | 0% |
| Infotech Professionals, Inc. | \$47,200 | \$70,000 | \$48,492 | \$66,916 | (\$18,424) | \$64,807 | (\$16,315) | 0% | 86% | 11% | 3% | 0% | 0% |
| Infotech Software Solutions, Inc. | \$35,391 | \$51,238 | \$39,997 | \$68,785 | (\$28,788) | \$65,155 | (\$25,159) | 54% | 46% | 0% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| InfoVision Consultants, Inc. | \$45,000 | \$81,500 | \$64,509 | \$77,810 | (\$13,301) | \$74,250 | (\$9,741) | 2% | 26% | 53% | 17% | 2% | 0% |
| InfoVision21, Inc. | \$37,606 | \$68,000 | \$44,407 | \$57,649 | (\$13,241) | \$55,935 | (\$11,527) | 0% | 68% | 28% | 4% | 0% | 0% |
| Infovista Technology, LLC. | \$40,000 | \$52,000 | \$47,805 | \$64,407 | (\$16,602) | \$64,134 | (\$16,329) | 0% | 68% | 29% | 3% | 0% | 0% |
| Infowave Systems, Inc. | \$40,000 | \$72,000 | \$52,323 | \$75,289 | (\$22,966) | \$73,870 | (\$21,547) | 21% | 48% | 31% | 0% | 0% | 0% |
| Infoweb Systems Inc | \$34,674 | \$60,000 | \$48,552 | \$52,418 | (\$3,866) | \$52,164 | (\$3,612) | 0% | 3% | 75% | 22% | 0% | 0% |
| Infoyogi. LLC. | \$40,000 | \$40,000 | \$40,000 | \$86,860 | (\$46,860) | \$83,040 | (\$43,040) | 100% | 0% | 0% | 0% | 0% | 0% |
| Innominds Software, Inc. | \$48,000 | \$54,000 | \$51,097 | \$73,960 | (\$22,863) | \$71,900 | (\$20,803) | 0% | 100% | 0% | 0% | 0% | 0% |
| Innospire Systems Corporation | \$42,000 | \$50,000 | \$49,741 | \$73,058 | (\$23,317) | \$67,925 | (\$18,184) | 0% | 14% | 86% | 0% | 0% | 0% |
| Innovative Business Solutions, Inc. | \$43,000 | \$60,000 | \$46,171 | \$57,507 | (\$11,337) | \$55,320 | (\$9,149) | 0% | 7% | 91% | 2% | 0% | 0% |
| Innovative Consulting Solutions, LLC. | \$46,051 | \$50,000 | \$49,525 | \$64,313 | (\$14,787) | \$63,042 | (\$13,516) | 0% | 13% | 88% | 0% | 0% | 0% |
| Innovative Information Technologies, Inc | \$50,000 | \$75,000 | \$51,041 | \$67,475 | (\$16,434) | \$65,425 | (\$14,384) | 0% | 90% | 10% | 0% | 0% | 0% |
| Insight Solutions, Inc. | \$50,000 | \$70,000 | \$69,084 | \$85,845 | (\$16,762) | \$82,136 | (\$13,053) | 0% | 7% | 93% | 0% | 0% | 0% |
| Insolixen, Corp | \$45,000 | \$66,000 | \$47,835 | \$74,123 | (\$26,288) | \$71,560 | (\$23,725) | 71% | 29% | 0% | 0% | 0% | 0% |
| Instcomp, Inc. | \$37,981 | \$50,045 | \$43,025 | \$63,825 | (\$20,800) | \$61,789 | (\$18,764) | 0% | 94% | 6% | 0% | 0% | 0% |
| Integral Consulting Services, Inc. | \$52,000 | \$74,600 | \$60,178 | \$66,191 | (\$6,013) | \$63,862 | (\$3,684) | 0% | 0% | 74% | 26% | 0% | 0% |
| Integral Strategies, Inc. | \$34,363 | \$45,053 | \$35,992 | \$58,044 | (\$22,052) | \$55,731 | (\$19,739) | 6% | 94% | 0% | 0% | 0% | 0% |
| Integrated Software Solutions, Inc. | \$43,000 | \$60,000 | \$45,742 | \$68,463 | (\$22,721) | \$65,348 | (\$19,606) | 0% | 89% | 11% | 0% | 0% | 0% |
| Intel Corporation | \$42,741 | \$113,378 | \$71,465 | \$77,821 | (\$6,357) | \$74,413 | (\$2,949) | 1% | 12% | 51% | 28% | 5% | 2% |
| Inteliant Technologies, Inc. | \$41,000 | \$70,000 | \$50,393 | \$65,624 | (\$15,232) | \$63,644 | (\$13,251) | 14% | 16% | 68% | 3% | 0% | 0% |
| Intelli Infotek, LLC. | \$35,250 | \$47,600 | \$37,427 | \$60,255 | (\$22,828) | \$58,422 | (\$20,995) | 2% | 98% | 0% | 0% | 0% | 0% |
| Intelligroup, Inc. | \$60,000 | \$66,025 | \$60,147 | \$68,635 | (\$8,489) | \$65,421 | (\$5,274) | 0% | 0% | 94% | 6% | 0% | 0% |
| Intellipeople | \$37,801 | \$52,542 | \$43,726 | \$57,978 | (\$14,253) | \$56,378 | (\$12,653) | 0% | 15% | 85% | 0% | 0% | 0% |
| IntelliQuest Systems, Inc. | \$41,600 | \$60,000 | \$59,709 | \$60,168 | (\$458) | \$58,652 | \$1,057 | 0% | 1% | 50% | 49% | 0% | 0% |
| Intellisoft Technologies, Inc. | \$40,000 | \$80,000 | \$53,503 | \$77,137 | (\$23,634) | \$73,909 | (\$20,406) | 35% | 27% | 27% | 11% | 0% | 0% |
| Intelliswift Software Inc | \$50,000 | \$60,000 | \$54,000 | \$73,718 | (\$19,718) | \$71,600 | (\$17,600) | 0% | 97% | 3% | 0% | 0% | 0% |
| Interactions Group, Inc. A/K/A Compu-Solve | \$43,000 | \$46,000 | \$45,889 | \$68,590 | (\$22,701) | \$65,770 | (\$19,881) | 0% | 100% | 0% | 0% | 0% | 0% |
| Interactive Communications & Systems(USA) Inc. | \$43,605 | \$60,000 | \$50,388 | \$68,478 | (\$18,089) | \$65,552 | (\$15,164) | 0% | 5% | 91% | 5% | 0% | 0% |
| InterDigital Communications Corporation | \$77,000 | \$94,599 | \$90,673 | \$64,806 | \$25,867 | \$63,605 | \$27,068 | 0% | 0% | 0% | 1% | 99% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| International Business Software Solutions Inc. | \$34,819 | \$54,600 | \$49,271 | \$67,897 | (\$18,626) | \$65,691 | (\$16,420) | 2% | 88% | 10% | 0% | 0% | 0% |
| International Business Solutions, Ltd | \$40,000 | \$66,000 | \$44,316 | \$59,880 | (\$15,564) | \$57,397 | (\$13,081) | 0% | 51% | 45% | 0% | 4% | 0% |
| International Information Technologies Inc. | \$41,434 | \$55,000 | \$44,079 | \$68,330 | (\$24,251) | \$66,130 | (\$22,051) | 0% | 93% | 7% | 0% | 0% | 0% |
| International Information Technology Team | \$35,500 | \$49,000 | \$46,913 | \$66,531 | (\$19,618) | \$64,370 | (\$17,457) | 0% | 98% | 3% | 0% | 0% | 0% |
| International Software Solutions | \$54,682 | \$69,056 | \$54,823 | \$61,854 | (\$7,031) | \$58,304 | (\$3,481) | 0% | 0% | 99% | 1% | 0% | 0% |
| International Solutions Group, Inc | \$35,200 | \$60,000 | \$43,953 | \$63,636 | (\$19,683) | \$60,539 | (\$16,586) | 4% | 85% | 10% | 1% | 0% | 0% |
| International Systems Technologies, Inc. | \$39,000 | \$65,000 | \$47,814 | \$66,477 | (\$18,663) | \$63,518 | (\$15,704) | 0% | 71% | 23% | 6% | 0% | 0% |
| International Technology Solutions, Inc. | \$40,000 | \$85,000 | \$50,002 | \$66,371 | (\$16,369) | \$64,246 | (\$14,244) | 0% | 85% | 9% | 4% | 1% | 0% |
| Interpro, Inc. | \$34,694 | \$52,395 | \$44,717 | \$62,572 | (\$17,855) | \$60,400 | (\$15,683) | 1% | 89% | 10% | 0% | 0% | 0% |
| Intiqua International, Inc. | \$50,255 | \$69,000 | \$53,531 | \$67,409 | (\$13,878) | \$65,261 | (\$11,730) | 0% | 0% | 97% | 3% | 0% | 0% |
| Intl. Software Consulting, Inc. | \$31,636 | \$44,085 | \$40,421 | \$64,342 | (\$23,921) | \$60,557 | (\$20,136) | 22% | 78% | 0% | 0% | 0% | 0% |
| Intuit, Inc. | \$63,608 | \$125,500 | \$90,140 | \$80,652 | \$9,487 | \$77,385 | \$12,754 | 0% | 4% | 27% | 31% | 27% | 12% |
| In-Venture Soft, Inc. | \$42,000 | \$42,000 | \$42,000 | \$61,873 | (\$19,873) | \$59,423 | (\$17,423) | 6% | 94% | 0% | 0% | 0% | 0% |
| IOR Technologies, Inc. | \$25,000 | \$57,000 | \$38,166 | \$63,162 | (\$24,996) | \$61,105 | (\$22,939) | 25% | 74% | 1% | 0% | 0% | 0% |
| Ipelion Global Services, Inc. | \$39,000 | \$40,000 | \$39,154 | \$63,990 | (\$24,836) | \$61,860 | (\$22,706) | 0% | 100% | 0% | 0% | 0% | 0% |
| iS3C, Inc. | \$37,606 | \$60,000 | \$51,156 | \$62,762 | (\$11,606) | \$59,772 | (\$8,617) | 0% | 44% | 28% | 28% | 0% | 0% |
| ISR Info Way, Inc. | \$30,650 | \$60,650 | \$44,631 | \$67,906 | (\$23,275) | \$65,315 | (\$20,684) | 27% | 69% | 4% | 0% | 0% | 0% |
| Iss Consultants, Inc. | \$34,300 | \$45,000 | \$40,433 | \$63,157 | (\$22,723) | \$59,633 | (\$19,200) | 33% | 33% | 33% | 0% | 0% | 0% |
| IT Convergence | \$37,600 | \$100,000 | \$67,753 | \$68,874 | (\$1,121) | \$66,963 | \$790 | 12% | 21% | 15% | 26% | 26% | 0% |
| IT People, Inc. | \$45,000 | \$55,000 | \$45,742 | \$59,309 | (\$13,567) | \$57,879 | (\$12,137) | 0% | 28% | 72% | 0% | 0% | 0% |
| IT Spin, Inc. | \$36,941 | \$46,800 | \$39,997 | \$60,279 | (\$20,282) | \$59,570 | (\$19,574) | 2% | 98% | 0% | 0% | 0% | 0% |
| ITC Infotech (USA), Inc. | \$37,525 | \$55,600 | \$41,987 | \$68,445 | (\$26,458) | \$65,842 | (\$23,855) | 0% | 94% | 6% | 0% | 0% | 0% |
| ITCELL, Inc. | \$40,000 | \$45,000 | \$43,333 | \$73,660 | (\$30,327) | \$67,290 | (\$23,957) | 0% | 100% | 0% | 0% | 0% | 0% |
| iTech US, Inc. | \$35,963 | \$83,882 | \$44,265 | \$56,206 | (\$11,942) | \$53,055 | (\$8,790) | 1% | 19% | 77% | 4% | 0% | 0% |
| ITEK Consulting, Inc. | \$50,000 | \$50,000 | \$50,000 | \$67,220 | (\$17,220) | \$65,180 | (\$15,180) | 0% | 100% | 0% | 0% | 0% | 0% |
| Ivega Corporation | \$44,402 | \$60,000 | \$49,199 | \$71,609 | (\$22,410) | \$69,282 | (\$20,084) | 0% | 81% | 19% | 0% | 0% | 0% |
| IVS Consulting A/K/A Indus Valley Consultants | \$25,000 | \$40,000 | \$28,145 | \$73,394 | (\$45,249) | \$67,239 | (\$39,094) | 82% | 18% | 0% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|---------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| -J- | | | | | | | | | | | | | |
| J.B. Hunt Transport, Inc. | \$42,000 | \$75,000 | \$65,125 | \$49,279 | \$15,846 | \$48,028 | \$17,097 | 0% | 0% | 3% | 27% | 70% | 0% |
| J.P. Morgan Chase & Company | \$55,000 | \$121,000 | \$81,931 | \$70,479 | \$11,452 | \$66,360 | \$15,570 | 0% | 0% | 23% | 38% | 19% | 19% |
| Jags Software, Inc. | \$35,000 | \$35,000 | \$35,000 | \$75,230 | (\$40,230) | \$72,290 | (\$37,290) | 100% | 0% | 0% | 0% | 0% | 0% |
| Jaypar, Inc. | \$45,624 | \$63,015 | \$51,585 | \$75,661 | (\$24,075) | \$72,730 | (\$21,145) | 0% | 91% | 9% | 0% | 0% | 0% |
| JGC Technologies, Inc. | \$36,000 | \$45,000 | \$43,574 | \$65,100 | (\$21,526) | \$59,731 | (\$16,157) | 0% | 37% | 63% | 0% | 0% | 0% |
| JDM Systems Consultants, Inc. | \$50,000 | \$75,000 | \$54,808 | \$69,495 | (\$14,687) | \$67,199 | (\$12,391) | 0% | 77% | 19% | 4% | 0% | 0% |
| Jean Martin Inc. | \$40,000 | \$66,600 | \$45,824 | \$68,329 | (\$22,505) | \$65,839 | (\$20,015) | 0% | 94% | 6% | 1% | 0% | 0% |
| Johnson Controls Inc | \$39,579 | \$85,500 | \$59,940 | \$64,252 | (\$4,312) | \$63,078 | (\$3,138) | 3% | 31% | 19% | 47% | 0% | 0% |
| JP Mobile Operating, L.P. | \$32,000 | \$60,700 | \$45,151 | \$77,521 | (\$32,370) | \$73,614 | (\$28,463) | 30% | 70% | 0% | 0% | 0% | 0% |
| JRD Systems, Inc. | \$43,118 | \$52,000 | \$45,478 | \$62,056 | (\$16,578) | \$60,229 | (\$14,751) | 0% | 91% | 9% | 0% | 0% | 0% |
| JSMN International Inc. | \$45,000 | \$80,000 | \$53,130 | \$67,075 | (\$13,945) | \$64,494 | (\$11,364) | 1% | 18% | 78% | 3% | 0% | 0% |
| -K- | | | | | | | | | | | | | |
| Kaiser Foundation | \$55,900 | \$120,487 | \$80,306 | \$73,895 | \$6,411 | \$71,596 | \$8,710 | 0% | 1% | 20% | 58% | 18% | 2% |
| Kaiser Foundation Health Plan | \$70,220 | \$79,380 | \$78,986 | \$73,618 | \$5,368 | \$71,599 | \$7,387 | 0% | 0% | 0% | 100% | 0% | 0% |
| Kanbay, Inc. | \$55,000 | \$105,000 | \$61,060 | \$66,389 | (\$5,329) | \$64,126 | (\$3,065) | 0% | 2% | 68% | 28% | 1% | 0% |
| Karna Global Technologies, Inc. | \$43,770 | \$63,650 | \$51,335 | \$77,635 | (\$26,300) | \$74,870 | (\$23,535) | 0% | 100% | 0% | 0% | 0% | 0% |
| Keane, Inc. | \$34,029 | \$96,658 | \$53,237 | \$70,582 | (\$17,345) | \$67,197 | (\$13,960) | 10% | 67% | 4% | 13% | 5% | 0% |
| KLA-Tencor Corporation | \$63,872 | \$101,850 | \$82,044 | \$84,005 | (\$1,961) | \$80,489 | \$1,555 | 0% | 3% | 41% | 47% | 9% | 0% |
| KLM Software Services, Inc. | \$42,000 | \$95,000 | \$63,208 | \$63,830 | (\$622) | \$62,660 | \$548 | 0% | 3% | 42% | 47% | 3% | 6% |
| Knack Systems LLC | \$52,000 | \$100,000 | \$60,828 | \$67,728 | (\$6,900) | \$65,666 | (\$4,838) | 0% | 0% | 97% | 0% | 3% | 0% |
| KPIT Infosystems, Inc. | \$40,500 | \$75,900 | \$52,691 | \$70,527 | (\$17,836) | \$66,236 | (\$13,544) | 1% | 49% | 34% | 16% | 0% | 0% |
| KPK Technologies, Inc. | \$45,000 | \$60,000 | \$46,586 | \$68,681 | (\$22,095) | \$63,788 | (\$17,202) | 0% | 90% | 7% | 3% | 0% | 0% |
| Kraftware, Inc. | \$38,000 | \$75,000 | \$43,462 | \$60,879 | (\$17,417) | \$57,979 | (\$14,516) | 0% | 82% | 15% | 1% | 1% | 0% |
| K-Soft Information Technologies, Inc. | \$37,606 | \$57,096 | \$42,916 | \$64,157 | (\$21,241) | \$59,778 | (\$16,862) | 0% | 98% | 3% | 0% | 0% | 0% |
| KSoft Systems Inc. | \$40,400 | \$60,000 | \$46,227 | \$69,245 | (\$23,018) | \$66,083 | (\$19,856) | 0% | 96% | 4% | 0% | 0% | 0% |
| Kyocera Wireless Corporation | \$53,000 | \$105,000 | \$73,004 | \$86,028 | (\$13,024) | \$82,321 | (\$9,317) | 6% | 32% | 35% | 23% | 3% | 0% |
| -L- | | | | | | | | | | | | | |
| Lancesoft, Inc. | \$42,000 | \$60,000 | \$49,461 | \$61,946 | (\$12,485) | \$58,440 | (\$8,979) | 0% | 6% | 69% | 26% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Lanco Global Systems, Inc. | \$30,000 | \$60,000 | \$42,877 | \$60,701 | (\$17,824) | \$58,831 | (\$15,954) | 2% | 66% | 30% | 2% | 0% | 0% |
| Larsen & Toubro Infotech Limited | \$25,875 | \$90,000 | \$42,213 | \$65,446 | (\$23,233) | \$63,145 | (\$20,932) | 10% | 81% | 7% | 2% | 0% | 0% |
| Lason Systems, Inc. | \$43,000 | \$60,000 | \$47,500 | \$63,194 | (\$15,694) | \$60,578 | (\$13,078) | 0% | 53% | 47% | 0% | 0% | 0% |
| Lekha, Inc. | \$34,000 | \$49,629 | \$41,103 | \$62,108 | (\$21,005) | \$59,613 | (\$18,510) | 6% | 83% | 11% | 0% | 0% | 0% |
| Lodestar Systems, Inc. | \$39,200 | \$52,000 | \$44,582 | \$72,626 | (\$28,044) | \$67,830 | (\$23,247) | 0% | 98% | 2% | 0% | 0% | 0% |
| Logic Bytes, Inc. | \$40,000 | \$50,000 | \$46,758 | \$64,587 | (\$17,829) | \$62,409 | (\$15,651) | 0% | 83% | 12% | 5% | 0% | 0% |
| Logic Soft, Inc | \$45,000 | \$65,000 | \$46,459 | \$58,813 | (\$12,355) | \$56,893 | (\$10,434) | 0% | 8% | 90% | 2% | 0% | 0% |
| Logic Square, Inc. | \$42,000 | \$45,000 | \$44,000 | \$68,123 | (\$24,123) | \$64,402 | (\$20,402) | 0% | 83% | 17% | 0% | 0% | 0% |
| Logicsoft, Inc. | \$40,000 | \$55,670 | \$45,176 | \$69,993 | (\$24,816) | \$65,977 | (\$20,801) | 46% | 39% | 15% | 0% | 0% | 0% |
| Logistic Solutions Inc | \$31,100 | \$63,608 | \$47,994 | \$80,351 | (\$32,358) | \$77,588 | (\$29,595) | 56% | 40% | 4% | 0% | 0% | 0% |
| LSI Logic Corporation | \$46,674 | \$120,370 | \$70,458 | \$76,413 | (\$5,955) | \$70,943 | (\$485) | 0% | 23% | 24% | 45% | 7% | 1% |
| LTW Lets Talk Wireless | \$98,946 | \$98,946 | \$98,946 | \$59,010 | \$39,936 | \$56,960 | \$41,986 | 0% | 0% | 0% | 0% | 0% | 100% |
| Lucent Technologies Inc. | \$57,140 | \$143,000 | \$87,477 | \$75,974 | \$11,503 | \$73,921 | \$13,555 | 0% | 3% | 24% | 29% | 29% | 15% |
| -M- | | | | | | | | | | | | | |
| M&R Consultants Corp | \$40,602 | \$65,000 | \$45,754 | \$68,623 | (\$22,869) | \$66,424 | (\$20,671) | 0% | 91% | 9% | 0% | 0% | 0% |
| Macrosoft, Inc. | \$41,080 | \$50,000 | \$46,124 | \$67,074 | (\$20,950) | \$65,133 | (\$19,009) | 0% | 97% | 3% | 0% | 0% | 0% |
| Magna Infotech, Ltd. | \$16,796 | \$60,000 | \$41,310 | \$68,420 | (\$27,111) | \$64,605 | (\$23,295) | 30% | 69% | 0% | 0% | 0% | 0% |
| Magna Systems International, Inc. | \$38,000 | \$52,000 | \$41,835 | \$62,116 | (\$20,281) | \$60,082 | (\$18,247) | 2% | 98% | 0% | 0% | 0% | 0% |
| Majesco Software, Inc. | \$45,000 | \$75,000 | \$53,232 | \$69,291 | (\$16,060) | \$65,675 | (\$12,443) | 0% | 50% | 41% | 9% | 0% | 0% |
| Majoris Systems Pvt., Ltd. | \$46,000 | \$75,000 | \$52,576 | \$63,747 | (\$11,171) | \$60,559 | (\$7,983) | 0% | 0% | 93% | 4% | 4% | 0% |
| Makro Technologies, Inc. | \$27,789 | \$66,000 | \$49,817 | \$68,021 | (\$18,204) | \$65,538 | (\$15,721) | 0% | 88% | 12% | 0% | 0% | 0% |
| Management Decisions Incorporated | \$43,333 | \$92,000 | \$52,745 | \$64,263 | (\$11,518) | \$63,061 | (\$10,316) | 0% | 65% | 18% | 9% | 3% | 6% |
| Management Systems Designers, Inc. | \$51,240 | \$125,000 | \$78,829 | \$77,913 | \$916 | \$76,766 | \$2,063 | 0% | 8% | 50% | 23% | 15% | 4% |
| Manas Informations Technology, Inc. | \$40,000 | \$40,000 | \$40,000 | \$61,750 | (\$21,750) | \$59,810 | (\$19,810) | 0% | 100% | 0% | 0% | 0% | 0% |
| Manhattan Associates, Inc. | \$41,454 | \$73,000 | \$55,091 | \$67,334 | (\$12,244) | \$64,609 | (\$9,519) | 18% | 5% | 73% | 5% | 0% | 0% |
| MAQ Technologies, Inc. | \$36,000 | \$40,000 | \$39,494 | \$63,857 | (\$24,363) | \$62,666 | (\$23,172) | 1% | 99% | 0% | 0% | 0% | 0% |
| Mark A. Dolter | \$46,000 | \$102,000 | \$66,381 | \$63,027 | \$3,354 | \$61,045 | \$5,336 | 0% | 10% | 40% | 29% | 17% | 5% |
| Marlabs, Inc | \$45,000 | \$65,000 | \$52,575 | \$63,815 | (\$11,240) | \$61,022 | (\$8,447) | 0% | 26% | 57% | 17% | 0% | 0% |
| Marstech Solutions, Inc. | \$40,000 | \$55,000 | \$45,400 | \$65,107 | (\$19,707) | \$63,902 | (\$18,502) | 0% | 80% | 20% | 0% | 0% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Mascon IT Limited | \$35,339 | \$67,038 | \$46,913 | \$67,082 | (\$20,169) | \$65,178 | (\$18,265) | 1% | 96% | 2% | 0% | 0% | 0% |
| Mastek-DC Offshore Development, Co. | \$50,000 | \$71,000 | \$54,280 | \$63,170 | (\$8,890) | \$60,300 | (\$6,020) | 0% | 16% | 67% | 17% | 0% | 0% |
| Masterminds Global Solutions, LLC. | \$40,000 | \$76,000 | \$48,657 | \$68,105 | (\$19,448) | \$64,576 | (\$15,919) | 0% | 82% | 10% | 8% | 0% | 0% |
| Materials Software System Inc | \$40,000 | \$40,000 | \$40,000 | \$63,790 | (\$23,790) | \$60,824 | (\$20,824) | 10% | 90% | 0% | 0% | 0% | 0% |
| Maxil Technology Solutions, Inc. | \$40,000 | \$83,000 | \$50,648 | \$65,202 | (\$14,555) | \$63,360 | (\$12,713) | 0% | 64% | 29% | 5% | 2% | 0% |
| MBT International, Inc. | \$47,000 | \$90,000 | \$51,741 | \$67,618 | (\$15,876) | \$65,548 | (\$13,806) | 0% | 53% | 46% | 1% | 0% | 0% |
| MC Squared, Inc. | \$40,000 | \$49,962 | \$44,583 | \$69,362 | (\$24,778) | \$65,874 | (\$21,291) | 5% | 95% | 0% | 0% | 0% | 0% |
| McDowell Tucker & Co., Inc. d/b/a Novel Team | \$32,000 | \$55,000 | \$41,305 | \$65,135 | (\$23,830) | \$62,196 | (\$20,891) | 20% | 75% | 5% | 0% | 0% | 0% |
| MCI WorldCom | \$44,000 | \$89,950 | \$66,647 | \$66,884 | (\$237) | \$64,695 | \$1,951 | 0% | 7% | 41% | 36% | 16% | 0% |
| McNally Systems Inc. | \$37,485 | \$63,774 | \$43,269 | \$67,065 | (\$23,797) | \$63,870 | (\$20,601) | 0% | 95% | 4% | 1% | 0% | 0% |
| McSen Technologies, Inc. | \$47,150 | \$70,000 | \$50,927 | \$67,622 | (\$16,695) | \$65,370 | (\$14,443) | 0% | 85% | 9% | 6% | 0% | 0% |
| Mcsglobal Incorporated | \$45,000 | \$60,000 | \$46,000 | \$72,277 | (\$26,277) | \$67,344 | (\$21,344) | 0% | 91% | 9% | 0% | 0% | 0% |
| Medtronic, Inc. | \$57,665 | \$86,355 | \$66,554 | \$72,785 | (\$6,231) | \$71,291 | (\$4,737) | 0% | 3% | 76% | 18% | 3% | 0% |
| Meganet Solutions LLC | \$41,600 | \$57,450 | \$44,367 | \$66,642 | (\$22,275) | \$64,672 | (\$20,305) | 0% | 92% | 8% | 0% | 0% | 0% |
| Megasoft Consultants, Inc. | \$41,595 | \$80,000 | \$58,923 | \$66,280 | (\$7,358) | \$64,057 | (\$5,134) | 0% | 17% | 47% | 36% | 0% | 0% |
| Megasystems, Inc. | \$36,000 | \$40,000 | \$38,024 | \$69,040 | (\$31,016) | \$66,960 | (\$28,936) | 49% | 51% | 0% | 0% | 0% | 0% |
| Merck & Co., Inc. | \$48,372 | \$78,208 | \$56,794 | \$66,739 | (\$9,946) | \$64,630 | (\$7,837) | 0% | 6% | 88% | 3% | 4% | 0% |
| Meridian Technologies, Inc | \$42,000 | \$43,000 | \$42,013 | \$67,339 | (\$25,327) | \$63,589 | (\$21,576) | 5% | 91% | 4% | 0% | 0% | 0% |
| Metafour Systems, Inc. | \$42,000 | \$45,000 | \$42,339 | \$61,879 | (\$19,540) | \$59,375 | (\$17,037) | 6% | 55% | 39% | 0% | 0% | 0% |
| METATV | \$74,160 | \$100,000 | \$98,806 | \$86,860 | \$11,946 | \$83,040 | \$15,766 | 0% | 0% | 4% | 96% | 0% | 0% |
| Micro Orbit, Inc. | \$40,000 | \$50,000 | \$46,304 | \$68,590 | (\$22,286) | \$65,770 | (\$19,466) | 0% | 37% | 63% | 0% | 0% | 0% |
| Microland, Ltd. | \$48,152 | \$62,500 | \$58,120 | \$68,494 | (\$10,374) | \$64,729 | (\$6,609) | 0% | 18% | 79% | 4% | 0% | 0% |
| MicroNet Solutions, LLC. | \$37,000 | \$45,000 | \$43,351 | \$59,633 | (\$16,282) | \$57,807 | (\$14,455) | 0% | 32% | 68% | 0% | 0% | 0% |
| Microsoft | \$50,336 | \$170,000 | \$78,073 | \$79,067 | (\$995) | \$76,257 | \$1,816 | 0% | 1% | 53% | 38% | 6% | 1% |
| Microsolve Consulting, Inc. | \$33,000 | \$33,000 | \$33,000 | \$63,830 | (\$30,830) | \$62,660 | (\$29,660) | 100% | 0% | 0% | 0% | 0% | 0% |
| MicroStrategy Incorporated | \$50,000 | \$89,000 | \$62,514 | \$68,721 | (\$6,207) | \$66,976 | (\$4,461) | 0% | 23% | 51% | 20% | 6% | 0% |
| Microtech Infosys, Inc. | \$47,200 | \$55,307 | \$51,749 | \$67,220 | (\$15,471) | \$65,180 | (\$13,431) | 0% | 41% | 59% | 0% | 0% | 0% |
| Milestone Consulting Group, Inc. | \$38,000 | \$73,000 | \$43,323 | \$73,230 | (\$29,907) | \$68,211 | (\$24,888) | 76% | 23% | 0% | 1% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Millennium Information Tech, Inc. | \$48,651 | \$80,000 | \$54,764 | \$66,844 | (\$12,080) | \$64,778 | (\$10,014) | 0% | 2% | 94% | 2% | 1% | 0% |
| Mindtree Consulting Pvt., Ltd. | \$50,290 | \$89,395 | \$62,861 | \$81,862 | (\$19,000) | \$78,932 | (\$16,071) | 0% | 58% | 39% | 4% | 0% | 0% |
| Minecode, LLC. | \$35,000 | \$77,000 | \$54,022 | \$77,469 | (\$23,447) | \$74,843 | (\$20,821) | 41% | 38% | 17% | 3% | 0% | 0% |
| Miracle Software Systems, Inc. | \$43,000 | \$59,000 | \$47,377 | \$66,750 | (\$19,373) | \$64,578 | (\$17,201) | 23% | 67% | 10% | 0% | 0% | 0% |
| Mirage Software, Inc. | \$32,500 | \$61,000 | \$36,260 | \$58,758 | (\$22,498) | \$56,508 | (\$20,247) | 0% | 97% | 1% | 1% | 0% | 0% |
| Mistral Software, Inc. | \$45,000 | \$59,050 | \$46,872 | \$74,064 | (\$27,192) | \$70,154 | (\$23,282) | 0% | 100% | 0% | 0% | 0% | 0% |
| MNB Systems, Inc. | \$46,862 | \$54,184 | \$49,638 | \$73,928 | (\$24,290) | \$71,710 | (\$22,073) | 2% | 98% | 0% | 0% | 0% | 0% |
| Modis, Inc. | \$33,118 | \$86,115 | \$57,835 | \$64,019 | (\$6,184) | \$60,961 | (\$3,126) | 6% | 13% | 44% | 31% | 6% | 0% |
| Morgan Stanley | \$60,000 | \$125,000 | \$85,167 | \$69,194 | \$15,973 | \$65,769 | \$19,398 | 0% | 0% | 12% | 43% | 25% | 20% |
| Mortgageflex Systems, Inc. | \$58,371 | \$83,868 | \$71,294 | \$63,809 | \$7,486 | \$58,718 | \$12,577 | 0% | 0% | 0% | 95% | 5% | 0% |
| Motorola, Inc. | \$28,496 | \$106,084 | \$62,272 | \$72,529 | (\$10,257) | \$70,059 | (\$7,787) | 2% | 27% | 57% | 11% | 2% | 1% |
| Mphasis Corporation | \$34,000 | \$77,100 | \$44,948 | \$70,683 | (\$25,735) | \$67,738 | (\$22,790) | 30% | 69% | 0% | 2% | 0% | 0% |
| MPower Software Services | \$45,000 | \$85,000 | \$62,452 | \$64,164 | (\$1,712) | \$61,731 | \$721 | 0% | 13% | 44% | 25% | 19% | 0% |
| MSU Software Consultants, LLC. | \$37,981 | \$124,800 | \$57,334 | \$64,650 | (\$7,315) | \$62,896 | (\$5,562) | 0% | 41% | 41% | 3% | 10% | 4% |
| MSX International Platform Services LLC. | \$39,700 | \$89,856 | \$59,918 | \$68,176 | (\$8,259) | \$65,297 | (\$5,379) | 6% | 24% | 26% | 38% | 6% | 0% |
| Msys, Inc. | \$35,000 | \$45,000 | \$38,111 | \$72,060 | (\$33,949) | \$62,570 | (\$24,459) | 44% | 56% | 0% | 0% | 0% | 0% |
| Multivision, Inc. | \$35,000 | \$75,000 | \$51,934 | \$64,235 | (\$12,301) | \$62,672 | (\$10,738) | 1% | 31% | 64% | 5% | 0% | 0% |
| Mutex Systems, Inc. | \$45,000 | \$90,000 | \$51,076 | \$67,502 | (\$16,427) | \$65,354 | (\$14,278) | 0% | 68% | 24% | 5% | 1% | 1% |
| -N- | | | | | | | | | | | | | |
| Nam Technologies, Inc. | \$38,000 | \$50,045 | \$43,917 | \$62,262 | (\$18,345) | \$59,007 | (\$15,090) | 0% | 40% | 60% | 0% | 0% | 0% |
| Nationwide Insurance | \$41,725 | \$76,000 | \$56,642 | \$56,943 | (\$301) | \$55,512 | \$1,130 | 0% | 15% | 15% | 59% | 12% | 0% |
| NCR Corporation | \$60,000 | \$93,000 | \$73,855 | \$77,428 | (\$3,573) | \$74,056 | (\$202) | 0% | 23% | 27% | 35% | 12% | 4% |
| Ness Global Services, Inc. | \$45,255 | \$64,046 | \$53,762 | \$61,351 | (\$7,589) | \$59,420 | (\$5,658) | 0% | 5% | 89% | 6% | 0% | 0% |
| Netage Incorporated | \$45,000 | \$90,000 | \$47,581 | \$57,726 | (\$10,146) | \$55,477 | (\$7,896) | 0% | 6% | 81% | 10% | 3% | 0% |
| Netpace, Inc. | \$60,000 | \$83,720 | \$71,463 | \$80,643 | (\$9,179) | \$77,548 | (\$6,084) | 0% | 33% | 25% | 42% | 0% | 0% |
| NetSoft Technologies Corp, Inc. | \$22,000 | \$75,754 | \$45,164 | \$65,852 | (\$20,687) | \$63,993 | (\$18,828) | 14% | 80% | 5% | 1% | 0% | 0% |
| Netultimate.com, Inc. | \$46,000 | \$50,000 | \$47,538 | \$66,311 | (\$18,773) | \$63,635 | (\$16,097) | 10% | 79% | 10% | 0% | 0% | 0% |
| Network Appliance, Inc. | \$48,100 | \$109,800 | \$77,355 | \$88,246 | (\$10,890) | \$84,087 | (\$6,731) | 0% | 18% | 43% | 35% | 4% | 0% |
| Network Associates, Inc. | \$59,483 | \$117,808 | \$90,856 | \$85,975 | \$4,882 | \$82,127 | \$8,729 | 0% | 0% | 18% | 61% | 21% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|---------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Network Informatic Inc. | \$36,000 | \$55,000 | \$44,951 | \$63,379 | (\$18,428) | \$61,894 | (\$16,943) | 2% | 95% | 3% | 0% | 0% | 0% |
| netXert, Inc. | \$39,401 | \$50,013 | \$42,126 | \$62,236 | (\$20,110) | \$60,038 | (\$17,912) | 0% | 93% | 7% | 0% | 0% | 0% |
| New York Technology Partners | \$38,000 | \$72,000 | \$56,310 | \$68,089 | (\$11,780) | \$65,635 | (\$9,325) | 0% | 36% | 60% | 5% | 0% | 0% |
| Nexabyte Consulting Group, Inc. | \$43,500 | \$85,000 | \$49,367 | \$67,220 | (\$17,853) | \$65,180 | (\$15,813) | 0% | 73% | 20% | 3% | 3% | 0% |
| Nexage Technologies USA Inc. | \$46,515 | \$69,888 | \$56,879 | \$76,547 | (\$19,668) | \$74,064 | (\$17,184) | 0% | 89% | 10% | 1% | 0% | 0% |
| Nexeon International Corporation | \$34,112 | \$73,740 | \$47,792 | \$63,878 | (\$16,086) | \$62,000 | (\$14,208) | 0% | 68% | 21% | 10% | 2% | 0% |
| NexLink Systems, Inc | \$32,000 | \$80,000 | \$46,509 | \$66,586 | (\$20,077) | \$64,423 | (\$17,914) | 15% | 67% | 6% | 12% | 0% | 0% |
| Nigasoft, Inc | \$40,000 | \$61,000 | \$47,614 | \$61,985 | (\$14,371) | \$59,930 | (\$12,316) | 4% | 60% | 14% | 22% | 0% | 0% |
| Nihaki Systems, Inc. | \$32,950 | \$55,000 | \$44,073 | \$64,665 | (\$20,592) | \$62,424 | (\$18,350) | 5% | 74% | 21% | 0% | 0% | 0% |
| NIIT (USA), Inc. | \$38,000 | \$89,024 | \$45,049 | \$67,544 | (\$22,495) | \$65,214 | (\$20,164) | 33% | 52% | 14% | 0% | 0% | 0% |
| Nokia Inc. | \$53,000 | \$130,567 | \$89,558 | \$83,299 | \$6,258 | \$79,825 | \$9,732 | 3% | 8% | 19% | 43% | 11% | 16% |
| Nortel Networks, Inc. | \$45,000 | \$126,000 | \$69,966 | \$86,377 | (\$16,410) | \$81,773 | (\$11,806) | 1% | 46% | 32% | 15% | 4% | 2% |
| Nous Infosystems Pvt., Ltd. | \$50,000 | \$54,200 | \$50,350 | \$67,378 | (\$17,028) | \$65,255 | (\$14,905) | 0% | 81% | 19% | 0% | 0% | 0% |
| Novasoft Information Technology Corporation | \$50,000 | \$96,000 | \$65,694 | \$70,394 | (\$4,699) | \$68,151 | (\$2,456) | 0% | 11% | 56% | 30% | 4% | 0% |
| Nrit Software Solutions | \$45,000 | \$50,000 | \$45,571 | \$67,604 | (\$22,033) | \$65,075 | (\$19,503) | 0% | 100% | 0% | 0% | 0% | 0% |
| Ntrust Infotech Pvt., Ltd. | \$36,000 | \$79,000 | \$43,807 | \$73,484 | (\$29,677) | \$71,412 | (\$27,605) | 74% | 20% | 5% | 2% | 0% | 0% |
| Nu Info Systems, Inc. | \$34,632 | \$52,000 | \$41,635 | \$59,010 | (\$17,375) | \$56,960 | (\$15,325) | 31% | 16% | 53% | 0% | 0% | 0% |
| Numbers Only, Inc. | \$37,000 | \$60,000 | \$48,309 | \$65,027 | (\$16,718) | \$63,421 | (\$15,112) | 0% | 44% | 56% | 0% | 0% | 0% |
| Nutech Information Systems | \$35,470 | \$97,440 | \$50,024 | \$69,352 | (\$19,328) | \$65,235 | (\$15,211) | 15% | 31% | 49% | 4% | 1% | 0% |
| Nvidia Corporation | \$44,000 | \$109,500 | \$85,543 | \$83,033 | \$2,510 | \$79,273 | \$6,270 | 5% | 30% | 5% | 10% | 50% | 0% |
| -0- | | | | | | | | | | | | | |
| Object Technology Solutions, Inc. | \$39,000 | \$67,000 | \$43,327 | \$61,177 | (\$17,850) | \$59,033 | (\$15,706) | 0% | 71% | 26% | 3% | 0% | 0% |
| Objectnet Technologies, Inc. | \$45,000 | \$80,000 | \$52,154 | \$63,842 | (\$11,688) | \$59,961 | (\$7,807) | 0% | 31% | 46% | 19% | 4% | 0% |
| Objects Worldwide, Inc. | \$36,000 | \$68,640 | \$42,413 | \$62,550 | (\$20,137) | \$59,003 | (\$16,590) | 51% | 17% | 22% | 9% | 1% | 0% |
| Objectsoft Group, Inc. | \$36,000 | \$54,000 | \$45,025 | \$67,924 | (\$22,899) | \$65,225 | (\$20,200) | 0% | 94% | 6% | 0% | 0% | 0% |
| ObjectWin Technology Inc. | \$37,500 | \$60,000 | \$44,659 | \$71,932 | (\$27,272) | \$66,758 | (\$22,098) | 1% | 96% | 4% | 0% | 0% | 0% |
| Offshore Digital Services, Inc. | \$49,970 | \$53,846 | \$51,296 | \$71,716 | (\$20,421) | \$69,274 | (\$17,979) | 0% | 94% | 1% | 4% | 0% | 0% |
| Olos Software d/b/a Innova Solutions | \$48,000 | \$65,000 | \$51,857 | \$75,970 | (\$24,113) | \$73,636 | (\$21,779) | 16% | 69% | 16% | 0% | 0% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Omega Software Services, Inc. | \$42,000 | \$45,000 | \$43,340 | \$63,380 | (\$20,040) | \$62,964 | (\$19,624) | 0% | 100% | 0% | 0% | 0% | 0% |
| OmegaCube Technologies, Inc. | \$39,790 | \$55,000 | \$44,012 | \$64,001 | (\$19,989) | \$62,778 | (\$18,765) | 0% | 79% | 21% | 0% | 0% | 0% |
| Omnisoft, Inc. | \$36,000 | \$60,000 | \$39,732 | \$63,513 | (\$23,781) | \$61,372 | (\$21,640) | 68% | 25% | 5% | 2% | 0% | 0% |
| Omnitech Systems | \$36,000 | \$70,000 | \$37,214 | \$61,780 | (\$24,566) | \$58,220 | (\$21,006) | 0% | 96% | 0% | 4% | 0% | 0% |
| Optech Consulting, Inc | \$32,000 | \$80,000 | \$40,174 | \$70,484 | (\$30,310) | \$65,731 | (\$25,557) | 20% | 76% | 0% | 0% | 4% | 0% |
| Optima Technology Partners, Inc. | \$50,000 | \$70,000 | \$56,879 | \$67,220 | (\$10,341) | \$65,180 | (\$8,301) | 0% | 42% | 45% | 12% | 0% | 0% |
| Optimal Solutions Integration, Inc. | \$40,000 | \$150,000 | \$54,138 | \$69,366 | (\$15,229) | \$67,276 | (\$13,139) | 7% | 70% | 20% | 0% | 0% | 3% |
| Optimos, Incorporated | \$40,000 | \$130,000 | \$68,310 | \$63,619 | \$4,690 | \$60,279 | \$8,031 | 0% | 1% | 32% | 48% | 14% | 5% |
| Oracle Corporation | \$32,367 | \$125,000 | \$52,764 | \$76,237 | (\$23,473) | \$73,168 | (\$20,403) | 17% | 69% | 12% | 2% | 0% | 0% |
| Ordusion Technologies, Inc. | \$43,000 | \$50,000 | \$45,791 | \$62,292 | (\$16,501) | \$59,572 | (\$13,781) | 7% | 14% | 80% | 0% | 0% | 0% |
| Orion Systems Integrators Inc. | \$45,000 | \$80,000 | \$56,577 | \$70,647 | (\$14,070) | \$67,455 | (\$10,878) | 1% | 46% | 37% | 15% | 0% | 0% |
| OrionSoft, Inc. | \$30,000 | \$51,000 | \$41,351 | \$63,054 | (\$21,703) | \$60,846 | (\$19,494) | 9% | 85% | 5% | 0% | 0% | 0% |
| Orpine Enterprises, LLC. | \$40,000 | \$75,000 | \$56,997 | \$64,949 | (\$7,952) | \$58,015 | (\$1,018) | 4% | 29% | 14% | 54% | 0% | 0% |
| OST International, Inc. | \$45,000 | \$88,000 | \$60,911 | \$67,547 | (\$6,635) | \$65,283 | (\$4,372) | 0% | 18% | 51% | 27% | 3% | 1% |
| Outline Systems, Inc. | \$37,500 | \$47,622 | \$43,284 | \$66,627 | (\$23,343) | \$64,739 | (\$21,455) | 0% | 100% | 0% | 0% | 0% | 0% |
| Ozark Computer Consultants, Inc. | \$28,725 | \$92,394 | \$34,596 | \$49,865 | (\$15,269) | \$48,520 | (\$13,925) | 0% | 84% | 9% | 2% | 5% | 0% |
| -P- | | | | | | | | | | | | | |
| Pacific Office Automation | \$70,000 | \$70,000 | \$70,000 | \$67,000 | \$3,000 | \$66,610 | \$3,390 | 0% | 0% | 0% | 100% | 0% | 0% |
| Paradigm Infotech, Inc. | \$40,000 | \$55,000 | \$48,360 | \$63,466 | (\$15,106) | \$62,365 | (\$14,005) | 0% | 19% | 81% | 0% | 0% | 0% |
| Paradigm Technologies, Inc. | \$45,000 | \$45,000 | \$45,000 | \$53,405 | (\$8,405) | \$50,891 | (\$5,891) | 0% | 18% | 82% | 0% | 0% | 0% |
| Paragon Computer Professionals, Inc. | \$43,000 | \$121,000 | \$72,987 | \$68,533 | \$4,455 | \$65,746 | \$7,241 | 0% | 6% | 29% | 48% | 13% | 3% |
| Paramount Software Solutions | \$48,000 | \$60,000 | \$50,521 | \$59,770 | (\$9,249) | \$57,940 | (\$7,419) | 0% | 0% | 94% | 6% | 0% | 0% |
| Parasoft, Inc. | \$41,000 | \$46,000 | \$43,941 | \$66,374 | (\$22,432) | \$65,185 | (\$21,243) | 0% | 100% | 0% | 0% | 0% | 0% |
| Patni Computer Systems, Inc. | \$26,000 | \$95,000 | \$41,673 | \$65,400 | (\$23,727) | \$62,766 | (\$21,094) | 18% | 73% | 9% | 1% | 0% | 0% |
| Pax International Co., Inc. | \$38,710 | \$50,627 | \$45,336 | \$62,930 | (\$17,594) | \$60,880 | (\$15,544) | 7% | 90% | 3% | 0% | 0% | 0% |
| PayPal, Inc., an eBay Company | \$60,000 | \$92,250 | \$77,797 | \$85,711 | (\$7,914) | \$81,987 | (\$4,191) | 0% | 3% | 75% | 17% | 6% | 0% |
| Pegasys Systems & Technologies, Inc. | \$41,787 | \$50,600 | \$49,761 | \$61,788 | (\$12,027) | \$59,857 | (\$10,096) | 0% | 15% | 85% | 0% | 0% | 0% |
| People.com Consultants, Inc. | \$55,200 | \$100,006 | \$70,169 | \$66,637 | \$3,532 | \$63,850 | \$6,319 | 0% | 0% | 33% | 55% | 12% | 0% |
| PeopleSoft, Inc. | \$45,000 | \$109,200 | \$74,524 | \$70,519 | \$4,005 | \$68,681 | \$5,843 | 0% | 3% | 28% | 52% | 14% | 3% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Peri Software Solutions, Inc. | \$41,000 | \$80,000 | \$49,457 | \$80,713 | (\$31,256) | \$78,087 | (\$28,630) | 80% | 14% | 4% | 2% | 0% | 0% |
| Perot Systems TSI (America) Inc. | \$49,100 | \$81,500 | \$53,602 | \$72,503 | (\$18,901) | \$66,728 | (\$13,126) | 0% | 72% | 14% | 8% | 6% | 0% |
| Pinnacle Systems, Inc. | \$40,500 | \$140,000 | \$69,819 | \$73,471 | (\$3,652) | \$66,333 | \$3,486 | 0% | 3% | 67% | 14% | 8% | 8% |
| Polaris Software Lab (India), Ltd. | \$42,000 | \$120,000 | \$52,028 | \$70,877 | (\$18,850) | \$68,370 | (\$16,342) | 0% | 59% | 36% | 5% | 0% | 0% |
| PR Consultants, Inc. | \$33,700 | \$60,700 | \$49,492 | \$75,658 | (\$26,166) | \$75,751 | (\$26,259) | 14% | 75% | 8% | 3% | 0% | 0% |
| Prelude Systems, Inc. | \$38,000 | \$68,100 | \$51,867 | \$70,561 | (\$18,695) | \$68,525 | (\$16,659) | 2% | 62% | 27% | 9% | 0% | 0% |
| Premier IT Solutions, Inc. | \$40,000 | \$45,000 | \$40,227 | \$71,676 | (\$31,449) | \$65,691 | (\$25,463) | 0% | 99% | 1% | 0% | 0% | 0% |
| Premier Technologies, Inc. | \$40,000 | \$45,000 | \$40,585 | \$65,085 | (\$24,500) | \$62,475 | (\$21,890) | 0% | 100% | 0% | 0% | 0% | 0% |
| Prescient Infotech, Inc. | \$45,000 | \$62,000 | \$47,188 | \$60,758 | (\$13,571) | \$57,808 | (\$10,620) | 2% | 4% | 92% | 2% | 0% | 0% |
| PRG Systems, Inc. | \$37,606 | \$49,629 | \$45,961 | \$64,767 | (\$18,806) | \$62,936 | (\$16,976) | 0% | 73% | 26% | 1% | 0% | 0% |
| Primesoft, Inc. | \$40,000 | \$69,000 | \$44,156 | \$71,313 | (\$27,156) | \$66,767 | (\$22,611) | 53% | 31% | 9% | 6% | 0% | 0% |
| Primetech Solutions A/K/A Pentafour Software Solutions | \$42,000 | \$75,000 | \$50,485 | \$69,196 | (\$18,711) | \$67,201 | (\$16,716) | 0% | 64% | 24% | 12% | 0% | 0% |
| Primus Global Services, Inc. | \$41,487 | \$45,000 | \$42,495 | \$63,990 | (\$21,495) | \$61,860 | (\$19,365) | 0% | 100% | 0% | 0% | 0% | 0% |
| Prithvi Information Solutions, Inc. | \$35,500 | \$75,000 | \$49,254 | \$67,160 | (\$17,906) | \$65,188 | (\$15,934) | 5% | 75% | 19% | 0% | 1% | 0% |
| Pro Softnet Corp. | \$48,000 | \$65,000 | \$57,385 | \$67,355 | (\$9,970) | \$64,787 | (\$7,403) | 3% | 28% | 36% | 33% | 0% | 0% |
| Professional Access, Ltd. | \$39,615 | \$104,000 | \$52,387 | \$68,175 | (\$15,787) | \$65,316 | (\$12,929) | 1% | 61% | 24% | 9% | 5% | 0% |
| Proficient Business Systems, Inc. | \$37,200 | \$85,000 | \$48,308 | \$67,668 | (\$19,361) | \$65,108 | (\$16,801) | 4% | 62% | 30% | 4% | 0% | 0% |
| Progressive Casualty Insurance Company | \$42,500 | \$87,000 | \$59,082 | \$62,925 | (\$3,843) | \$61,697 | (\$2,615) | 0% | 30% | 26% | 33% | 11% | 0% |
| Project for Digital Literacy | \$48,693 | \$48,693 | \$48,693 | \$86,860 | (\$38,167) | \$83,040 | (\$34,347) | 100% | 0% | 0% | 0% | 0% | 0% |
| Prolific Technologies, Inc. | \$38,000 | \$55,000 | \$39,682 | \$60,414 | (\$20,732) | \$58,538 | (\$18,856) | 3% | 94% | 3% | 0% | 0% | 0% |
| Prompt Technologies | \$40,830 | \$85,000 | \$57,421 | \$73,257 | (\$15,836) | \$71,059 | (\$13,638) | 12% | 9% | 73% | 6% | 0% | 0% |
| Promptcare Health Services | \$39,224 | \$39,224 | \$39,224 | \$69,310 | (\$30,086) | \$67,070 | (\$27,846) | 100% | 0% | 0% | 0% | 0% | 0% |
| Prosoft Technologies, Inc. | \$36,005 | \$51,792 | \$44,019 | \$60,935 | (\$16,916) | \$56,757 | (\$12,738) | 2% | 68% | 27% | 2% | 0% | 0% |
| Prosoft Technology Group, Inc. | \$34,363 | \$80,000 | \$49,826 | \$61,654 | (\$11,828) | \$60,199 | (\$10,373) | 1% | 29% | 59% | 9% | 2% | 0% |
| Protech Solutions, Inc. | \$40,000 | \$63,000 | \$44,000 | \$56,761 | (\$12,761) | \$55,308 | (\$11,308) | 0% | 19% | 79% | 2% | 0% | 0% |
| Prudent Technologies & Consulting | \$38,000 | \$60,000 | \$51,188 | \$68,116 | (\$16,929) | \$63,635 | (\$12,448) | 6% | 44% | 31% | 19% | 0% | 0% |
| PTC, Parametric Technology Corporation | \$48,000 | \$88,000 | \$65,497 | \$82,041 | (\$16,544) | \$80,166 | (\$14,669) | 13% | 40% | 33% | 13% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| -Q- | | | | | | | | | | | | | |
| Qualcomm, Inc. | \$45,760 | \$120,016 | \$76,453 | \$85,214 | (\$8,761) | \$81,526 | (\$5,073) | 0% | 10% | 63% | 19% | 8% | 1% |
| Quantum Infotech, Inc. | \$31,678 | \$54,704 | \$43,166 | \$62,988 | (\$19,822) | \$61,056 | (\$17,890) | 3% | 89% | 3% | 5% | 0% | 0% |
| Quest America, Inc. | \$43,800 | \$80,650 | \$49,824 | \$73,153 | (\$23,329) | \$70,784 | (\$20,960) | 0% | 74% | 26% | 0% | 0% | 0% |
| Quest Software Services, Inc | \$35,000 | \$54,000 | \$43,490 | \$63,368 | (\$19,879) | \$61,178 | (\$17,688) | 2% | 88% | 10% | 0% | 0% | 0% |
| Quest Software, Inc. | \$42,000 | \$124,440 | \$99,213 | \$76,951 | \$22,263 | \$74,260 | \$24,953 | 0% | 4% | 16% | 10% | 68% | 2% |
| Quinnox, Inc. | \$35,000 | \$60,000 | \$43,635 | \$63,593 | (\$19,958) | \$61,688 | (\$18,053) | 6% | 76% | 15% | 3% | 0% | 0% |
| Quintegra Solutions Limited | \$39,580 | \$52,530 | \$44,565 | \$69,417 | (\$24,852) | \$67,038 | (\$22,473) | 12% | 85% | 3% | 0% | 0% | 0% |
| Qwest Information Technologies, Inc. | \$43,400 | \$110,000 | \$57,078 | \$69,612 | (\$12,534) | \$67,943 | (\$10,866) | 0% | 40% | 45% | 13% | 2% | 0% |
| -R- | | | | | | | | | | | | | |
| R Systems, Inc. | \$33,446 | \$92,000 | \$44,504 | \$70,256 | (\$25,751) | \$67,665 | (\$23,161) | 14% | 75% | 10% | 0% | 0% | 0% |
| Radiant Soft Sol, Inc. | \$32,500 | \$57,450 | \$39,773 | \$61,800 | (\$22,027) | \$60,137 | (\$20,363) | 0% | 98% | 2% | 0% | 0% | 0% |
| Radiant Systems, Inc. | \$40,000 | \$89,000 | \$55,841 | \$66,450 | (\$10,609) | \$64,214 | (\$8,374) | 0% | 51% | 26% | 21% | 2% | 0% |
| Ramco Systems Corporation | \$41,536 | \$72,800 | \$52,234 | \$69,479 | (\$17,245) | \$67,112 | (\$14,878) | 1% | 63% | 23% | 14% | 0% | 0% |
| Ramsoft Systems, Inc. | \$35,000 | \$55,000 | \$42,647 | \$62,188 | (\$19,540) | \$60,141 | (\$17,493) | 0% | 97% | 3% | 0% | 0% | 0% |
| RamWay Solutions, Inc. | \$42,920 | \$54,183 | \$48,637 | \$78,362 | (\$29,725) | \$75,747 | (\$27,110) | 32% | 68% | 0% | 0% | 0% | 0% |
| Rapidigm, Inc. | \$48,942 | \$108,160 | \$70,122 | \$64,316 | \$5,806 | \$61,788 | \$8,334 | 0% | 0% | 21% | 55% | 21% | 2% |
| Real Soft, Inc. | \$33,000 | \$65,000 | \$53,564 | \$72,596 | (\$19,031) | \$69,372 | (\$15,807) | 2% | 56% | 42% | 0% | 0% | 0% |
| Realsoft Technologies, Inc. | \$44,000 | \$47,216 | \$45,096 | \$74,628 | (\$29,531) | \$71,727 | (\$26,631) | 0% | 100% | 0% | 0% | 0% | 0% |
| Reasonsoft, Inc. | \$42,000 | \$80,000 | \$53,705 | \$64,466 | (\$10,761) | \$62,980 | (\$9,275) | 0% | 52% | 35% | 5% | 8% | 0% |
| Reddy & Reddy d/b/a Pacific West Corp. | \$35,100 | \$65,665 | \$46,594 | \$69,228 | (\$22,634) | \$67,257 | (\$20,663) | 2% | 94% | 2% | 2% | 0% | 0% |
| RedSalsa Technologies, Inc. | \$33,000 | \$85,000 | \$43,686 | \$68,953 | (\$25,267) | \$64,764 | (\$21,078) | 6% | 92% | 2% | 0% | 1% | 0% |
| Reed Elsevier, Inc. | \$60,000 | \$80,600 | \$71,424 | \$71,317 | \$107 | \$69,717 | \$1,707 | 0% | 0% | 17% | 83% | 0% | 0% |
| Regal Computer Systems, Inc. | \$41,246 | \$52,250 | \$46,608 | \$67,847 | (\$21,239) | \$65,772 | (\$19,164) | 0% | 100% | 0% | 0% | 0% | 0% |
| Regency Technologies, Inc. | \$40,000 | \$45,000 | \$44,938 | \$71,111 | (\$26,173) | \$66,090 | (\$21,151) | 0% | 100% | 0% | 0% | 0% | 0% |
| Reliable Associates, Inc. | \$45,000 | \$57,000 | \$49,992 | \$67,295 | (\$17,303) | \$65,262 | (\$15,270) | 0% | 98% | 2% | 0% | 0% | 0% |
| Reliance Global Services, Inc. | \$43,500 | \$64,000 | \$55,247 | \$67,363 | (\$12,115) | \$65,248 | (\$10,000) | 0% | 5% | 95% | 0% | 0% | 0% |
| Reliance Technologies Solutions-Oralie, LLC. | \$36,260 | \$45,178 | \$42,463 | \$63,830 | (\$21,367) | \$60,600 | (\$18,137) | 16% | 84% | 0% | 0% | 0% | 0% |
| RelQ Software, Inc. | \$56,509 | \$59,352 | \$57,931 | \$84,400 | (\$26,470) | \$81,150 | (\$23,220) | 0% | 100% | 0% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Resource America Information Technology, Inc. | \$52,000 | \$52,000 | \$52,000 | \$63,830 | (\$11,830) | \$62,660 | (\$10,660) | 0% | 0% | 100% | 0% | 0% | 0% |
| Resource Logistics, Inc. | \$45,000 | \$72,800 | \$50,300 | \$68,271 | (\$17,971) | \$65,498 | (\$15,198) | 0% | 65% | 27% | 8% | 0% | 0% |
| RIZ Global Technologies, LLC. | \$40,000 | \$83,200 | \$51,287 | \$57,794 | (\$6,506) | \$55,648 | (\$4,361) | 0% | 15% | 67% | 12% | 6% | 0% |
| RJT Compuquest, Inc. | \$30,000 | \$60,000 | \$47,079 | \$73,058 | (\$25,979) | \$70,707 | (\$23,628) | 19% | 73% | 7% | 0% | 0% | 0% |
| Rolta International, Inc. | \$43,000 | \$44,000 | \$43,146 | \$69,285 | (\$26,139) | \$66,685 | (\$23,539) | 84% | 16% | 0% | 0% | 0% | 0% |
| RP Consultants, Inc. d/b/a Net Matrix Solutions | \$42,000 | \$42,000 | \$42,000 | \$63,849 | (\$21,849) | \$61,751 | (\$19,751) | 0% | 100% | 0% | 0% | 0% | 0% |
| RS Software (India) Ltd. | \$29,910 | \$85,000 | \$47,989 | \$71,643 | (\$23,653) | \$68,149 | (\$20,159) | 16% | 75% | 6% | 1% | 1% | 0% |
| RSB Systems, Inc. | \$50,000 | \$50,000 | \$50,000 | \$61,750 | (\$11,750) | \$59,810 | (\$9,810) | 0% | 0% | 100% | 0% | 0% | 0% |
| -5- | | | | | | | | | | | | | |
| S2Tech | \$41,000 | \$63,000 | \$47,608 | \$63,637 | (\$16,028) | \$61,053 | (\$13,445) | 0% | 61% | 26% | 11% | 2% | 0% |
| Sabre, Inc. | \$50,000 | \$95,000 | \$68,161 | \$72,108 | (\$3,948) | \$66,837 | \$1,323 | 0% | 1% | 50% | 41% | 6% | 1% |
| Sacc, Inc. | \$54,000 | \$100,000 | \$69,618 | \$82,307 | (\$12,689) | \$79,108 | (\$9,491) | 0% | 32% | 56% | 12% | 0% | 0% |
| Sagarsoft, Inc. | \$57,450 | \$80,000 | \$60,925 | \$71,028 | (\$10,103) | \$66,025 | (\$5,100) | 0% | 0% | 89% | 11% | 0% | 0% |
| Saicon Consultants, Inc. | \$55,000 | \$70,000 | \$58,966 | \$63,385 | (\$4,420) | \$60,951 | (\$1,986) | 0% | 0% | 66% | 34% | 0% | 0% |
| Saicon Consultants, Inc. | \$40,000 | \$80,000 | \$58,871 | \$72,808 | (\$13,937) | \$69,855 | (\$10,984) | 0% | 52% | 23% | 26% | 0% | 0% |
| Saiven Info Links, Inc. | \$42,000 | \$48,000 | \$43,138 | \$64,708 | (\$21,569) | \$62,573 | (\$19,435) | 0% | 100% | 0% | 0% | 0% | 0% |
| Samuha Incorporation | \$50,000 | \$60,000 | \$55,391 | \$67,220 | (\$11,829) | \$65,180 | (\$9,789) | 0% | 25% | 75% | 0% | 0% | 0% |
| Sanket Systems, Inc. | \$30,000 | \$52,440 | \$41,801 | \$61,056 | (\$19,255) | \$57,929 | (\$16,129) | 20% | 60% | 21% | 0% | 0% | 0% |
| Sansam Systems, Inc. | \$32,198 | \$50,000 | \$42,432 | \$59,505 | (\$17,073) | \$58,694 | (\$16,262) | 19% | 29% | 52% | 0% | 0% | 0% |
| SAP | \$54,121 | \$158,721 | \$86,920 | \$71,658 | \$15,262 | \$67,758 | \$19,162 | 0% | 0% | 1% | 49% | 39% | 11% |
| Sapient Corporation | \$40,565 | \$85,000 | \$55,597 | \$63,035 | (\$7,438) | \$60,753 | (\$5,157) | 3% | 38% | 34% | 3% | 14% | 7% |
| Sapphire Technology Solutions, Inc. | \$40,000 | \$92,000 | \$69,103 | \$80,153 | (\$11,050) | \$76,985 | (\$7,881) | 2% | 7% | 78% | 10% | 2% | 0% |
| Saras America, Inc. | \$42,640 | \$49,026 | \$43,817 | \$63,513 | (\$19,696) | \$62,301 | (\$18,484) | 0% | 100% | 0% | 0% | 0% | 0% |
| Satya Marg Solutions, Inc. | \$40,000 | \$60,000 | \$48,745 | \$67,590 | (\$18,844) | \$65,007 | (\$16,262) | 2% | 87% | 11% | 0% | 0% | 0% |
| Satyam Computer Services, Ltd. | \$40,000 | \$96,793 | \$51,633 | \$66,868 | (\$15,235) | \$64,466 | (\$12,832) | 3% | 44% | 48% | 5% | 0% | 0% |
| Savant Consulting Group, Inc. | \$35,000 | \$65,000 | \$48,425 | \$67,661 | (\$19,236) | \$64,949 | (\$16,524) | 0% | 73% | 28% | 0% | 0% | 0% |
| Saven Technologies, Inc. | \$45,000 | \$55,000 | \$46,400 | \$64,504 | (\$18,104) | \$63,012 | (\$16,612) | 0% | 86% | 14% | 0% | 0% | 0% |
| Savvy System Consultants Inc. | \$33,220 | \$60,000 | \$45,290 | \$71,766 | (\$26,476) | \$69,194 | (\$23,904) | 13% | 78% | 9% | 0% | 0% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Saztec International, Inc. | \$43,650 | \$60,000 | \$46,888 | \$68,343 | (\$21,455) | \$65,981 | (\$19,093) | 0% | 91% | 9% | 0% | 0% | 0% |
| SBC Communications, Inc. | \$45,000 | \$101,500 | \$67,027 | \$67,008 | \$20 | \$65,012 | \$2,016 | 0% | 9% | 36% | 46% | 10% | 0% |
| SBD Net Products, Inc. d/b/a SysZen Technologies | \$30,000 | \$65,000 | \$54,411 | \$67,220 | (\$12,809) | \$65,180 | (\$10,769) | 3% | 12% | 85% | 0% | 0% | 0% |
| SBM Group, Inc. | \$40,000 | \$50,000 | \$43,342 | \$62,599 | (\$19,257) | \$60,478 | (\$17,136) | 0% | 61% | 39% | 0% | 0% | 0% |
| Scalarsoft, Inc. | \$39,000 | \$70,000 | \$42,852 | \$69,667 | (\$26,815) | \$67,139 | (\$24,287) | 62% | 10% | 25% | 2% | 2% | 0% |
| Scandent Group, Inc. | \$31,520 | \$63,610 | \$48,135 | \$74,250 | (\$26,115) | \$71,119 | (\$22,984) | 32% | 68% | 0% | 0% | 0% | 0% |
| Science Applications International Corp. (SAIC) | \$38,000 | \$94,100 | \$64,933 | \$65,658 | (\$725) | \$62,004 | \$2,929 | 0% | 18% | 18% | 42% | 21% | 0% |
| Sco Gemini Corporation | \$38,000 | \$70,000 | \$49,894 | \$64,903 | (\$15,010) | \$63,434 | (\$13,540) | 2% | 26% | 70% | 3% | 0% | 0% |
| Seal Consulting, Inc | \$41,746 | \$150,000 | \$74,769 | \$68,851 | \$5,917 | \$64,370 | \$10,399 | 0% | 25% | 17% | 23% | 25% | 10% |
| Semafor Technologies, Inc. | \$39,998 | \$60,000 | \$42,897 | \$60,000 | (\$17,104) | \$57,979 | (\$15,082) | 1% | 85% | 14% | 1% | 0% | 0% |
| Semantic Space | \$50,015 | \$52,365 | \$51,189 | \$86,860 | (\$35,671) | \$83,040 | (\$31,851) | 100% | 0% | 0% | 0% | 0% | 0% |
| Serebrum Corporation | \$40,900 | \$75,000 | \$52,746 | \$68,083 | (\$15,337) | \$65,762 | (\$13,015) | 0% | 56% | 42% | 2% | 0% | 0% |
| Shakti Group, Inc. A/K/A Shakti Solutions | \$45,000 | \$93,600 | \$54,626 | \$69,690 | (\$15,064) | \$66,307 | (\$11,682) | 0% | 33% | 63% | 3% | 1% | 0% |
| ShellSoft, Inc. | \$25,106 | \$56,300 | \$46,252 | \$67,629 | (\$21,377) | \$65,413 | (\$19,161) | 6% | 86% | 9% | 0% | 0% | 0% |
| Shiva Software Group Inc. | \$45,000 | \$70,000 | \$52,915 | \$64,229 | (\$11,314) | \$62,481 | (\$9,566) | 0% | 5% | 93% | 2% | 0% | 0% |
| Shrapnel Infotech, Inc. | \$45,000 | \$55,000 | \$47,348 | \$68,667 | (\$21,319) | \$66,512 | (\$19,164) | 2% | 96% | 2% | 0% | 0% | 0% |
| Siebel Systems, Inc. | \$29,897 | \$112,500 | \$65,944 | \$86,141 | (\$20,197) | \$82,541 | (\$16,597) | 0% | 45% | 43% | 11% | 1% | 0% |
| Siemens | \$41,912 | \$114,012 | \$74,249 | \$78,411 | (\$4,162) | \$75,549 | (\$1,300) | 3% | 8% | 37% | 45% | 7% | 0% |
| Sierra Atlantic, Inc. | \$42,000 | \$65,000 | \$59,147 | \$82,655 | (\$23,507) | \$78,884 | (\$19,736) | 5% | 75% | 20% | 0% | 0% | 0% |
| Sify, Ltd. | \$38,917 | \$85,000 | \$49,428 | \$70,308 | (\$20,880) | \$66,714 | (\$17,286) | 22% | 60% | 14% | 3% | 1% | 0% |
| Sigma Systems, Inc. | \$42,000 | \$60,500 | \$55,183 | \$78,386 | (\$23,203) | \$75,707 | (\$20,523) | 37% | 30% | 33% | 0% | 0% | 0% |
| Silicon Software Solutions | \$37,752 | \$51,534 | \$47,665 | \$70,000 | (\$22,335) | \$67,654 | (\$19,989) | 15% | 77% | 8% | 0% | 0% | 0% |
| Silicon Valley Systech, Inc. | \$35,312 | \$79,119 | \$48,335 | \$68,586 | (\$20,251) | \$65,751 | (\$17,415) | 13% | 51% | 34% | 2% | 0% | 0% |
| Silicus Technologies, Inc. | \$40,000 | \$42,000 | \$41,143 | \$70,293 | (\$29,150) | \$68,810 | (\$27,667) | 71% | 29% | 0% | 0% | 0% | 0% |
| Sita Corp. | \$50,000 | \$100,000 | \$62,854 | \$66,393 | (\$3,540) | \$64,565 | (\$1,712) | 0% | 7% | 76% | 15% | 2% | 0% |
| Skillnet Solutions, Inc. | \$38,789 | \$65,505 | \$52,217 | \$74,952 | (\$22,735) | \$72,757 | (\$20,540) | 38% | 23% | 38% | 0% | 0% | 0% |
| Skytech Solutions, LLC. | \$45,000 | \$65,000 | \$47,457 | \$67,735 | (\$20,278) | \$66,227 | (\$18,770) | 0% | 88% | 2% | 10% | 0% | 0% |
| Slashsupport, Inc. | \$46,072 | \$55,000 | \$50,536 | \$86,860 | (\$36,324) | \$83,040 | (\$32,504) | 50% | 50% | 0% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Smart Information Management Systems, Inc. | \$46,200 | \$60,000 | \$50,224 | \$67,988 | (\$17,764) | \$65,891 | (\$15,667) | 0% | 44% | 56% | 0% | 0% | 0% |
| Smart Source Technologies, Inc. | \$50,000 | \$90,000 | \$55,815 | \$70,029 | (\$14,214) | \$66,508 | (\$10,693) | 0% | 35% | 58% | 0% | 8% | 0% |
| SmartInsight, LLC. | \$44,000 | \$59,676 | \$47,291 | \$54,221 | (\$6,930) | \$53,585 | (\$6,295) | 0% | 0% | 97% | 3% | 0% | 0% |
| Smartoutsource, Inc. | \$33,426 | \$43,389 | \$36,463 | \$62,091 | (\$25,628) | \$60,017 | (\$23,554) | 32% | 68% | 0% | 0% | 0% | 0% |
| Smartsoft International, Inc. | \$45,000 | \$55,000 | \$47,444 | \$59,957 | (\$12,514) | \$58,017 | (\$10,573) | 0% | 1% | 99% | 0% | 0% | 0% |
| Soft Computer Consultants, Inc. | \$34,500 | \$60,534 | \$37,454 | \$58,345 | (\$20,891) | \$56,232 | (\$18,778) | 61% | 22% | 12% | 6% | 0% | 0% |
| Soft Labs, Inc. | \$41,662 | \$62,400 | \$53,111 | \$63,673 | (\$10,562) | \$61,301 | (\$8,190) | 0% | 17% | 78% | 5% | 0% | 0% |
| Soft O Soft, Inc. | \$41,000 | \$45,000 | \$44,226 | \$63,830 | (\$19,604) | \$62,660 | (\$18,434) | 0% | 100% | 0% | 0% | 0% | 0% |
| Softgate Technologies, Inc. | \$43,600 | \$46,322 | \$44,262 | \$70,964 | (\$26,703) | \$68,913 | (\$24,652) | 0% | 100% | 0% | 0% | 0% | 0% |
| Softima, Inc. | \$35,000 | \$55,000 | \$48,524 | \$76,104 | (\$27,580) | \$72,150 | (\$23,626) | 0% | 97% | 3% | 0% | 0% | 0% |
| Softnet Solutions, Inc. | \$33,000 | \$55,650 | \$42,354 | \$60,047 | (\$17,693) | \$58,566 | (\$16,212) | 0% | 88% | 1% | 11% | 0% | 0% |
| Softpath System, LLC. (GA) | \$37,981 | \$63,600 | \$43,334 | \$62,131 | (\$18,797) | \$57,916 | (\$14,582) | 39% | 37% | 21% | 3% | 0% | 0% |
| Softpath Systems, Inc. (NY) | \$40,000 | \$40,000 | \$40,000 | \$67,698 | (\$27,698) | \$64,947 | (\$24,947) | 0% | 100% | 0% | 0% | 0% | 0% |
| Softsol Resources, Inc. | \$50,000 | \$80,000 | \$58,360 | \$81,098 | (\$22,737) | \$78,016 | (\$19,655) | 2% | 81% | 16% | 0% | 0% | 0% |
| Software Galaxy Systems, LLC. | \$45,000 | \$75,000 | \$49,635 | \$68,212 | (\$18,576) | \$66,040 | (\$16,404) | 0% | 76% | 16% | 8% | 0% | 0% |
| Software Galeria d/b/a Ascent SGI | \$36,000 | \$81,500 | \$46,412 | \$71,974 | (\$25,561) | \$67,255 | (\$20,842) | 5% | 65% | 29% | 2% | 0% | 0% |
| Software People, Inc. | \$45,000 | \$80,000 | \$49,787 | \$58,779 | (\$8,992) | \$57,028 | (\$7,241) | 0% | 11% | 77% | 13% | 0% | 0% |
| Software Professional Services Corp. | \$48,000 | \$80,000 | \$50,256 | \$67,185 | (\$16,929) | \$65,179 | (\$14,922) | 0% | 84% | 14% | 1% | 0% | 0% |
| Software Research Associates, Inc. | \$47,500 | \$54,500 | \$49,829 | \$67,848 | (\$18,019) | \$65,386 | (\$15,557) | 0% | 85% | 15% | 0% | 0% | 0% |
| Software Research Group, Inc. | \$35,000 | \$80,000 | \$45,022 | \$66,110 | (\$21,088) | \$63,935 | (\$18,913) | 1% | 79% | 13% | 7% | 0% | 0% |
| Software Solutions Group, Inc. | \$37,981 | \$68,848 | \$41,755 | \$63,187 | (\$21,432) | \$61,097 | (\$19,342) | 9% | 88% | 1% | 2% | 0% | 0% |
| Software Technical Services, Inc. | \$35,000 | \$75,000 | \$45,458 | \$63,571 | (\$18,112) | \$59,820 | (\$14,362) | 5% | 85% | 2% | 2% | 5% | 0% |
| Software Technology International Corp. | \$30,965 | \$50,773 | \$41,543 | \$60,403 | (\$18,860) | \$58,954 | (\$17,411) | 1% | 88% | 10% | 0% | 0% | 0% |
| SoftwareArt Corporation | \$30,000 | \$80,000 | \$50,689 | \$66,910 | (\$16,221) | \$64,813 | (\$14,124) | 0% | 87% | 11% | 2% | 0% | 0% |
| Sogeti USA, LLC. | \$59,000 | \$133,000 | \$75,664 | \$71,750 | \$3,914 | \$69,578 | \$6,086 | 0% | 0% | 35% | 50% | 12% | 3% |
| SolutionNET International, Inc. | \$36,000 | \$80,000 | \$55,339 | \$74,853 | (\$19,514) | \$71,555 | (\$16,216) | 6% | 58% | 10% | 25% | 0% | 0% |
| Solutions, Inc. | \$51,126 | \$94,000 | \$58,139 | \$72,037 | (\$13,898) | \$68,081 | (\$9,943) | 0% | 21% | 68% | 4% | 7% | 0% |
| Sony Computer Entertainment America | \$60,000 | \$132,375 | \$96,295 | \$86,460 | \$9,834 | \$82,702 | \$13,593 | 0% | 3% | 17% | 48% | 24% | 7% |
| SpaceAge Consulting Corp. | \$25,000 | \$50,000 | \$41,773 | \$67,510 | (\$25,737) | \$65,182 | (\$23,409) | 1% | 99% | 0% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Spatial Communications Technologies, Inc. | \$42,000 | \$90,000 | \$53,927 | \$74,187 | (\$20,260) | \$68,197 | (\$14,270) | 0% | 70% | 13% | 13% | 3% | 0% |
| Spectrasoft Technologies, Inc. | \$52,736 | \$57,119 | \$55,564 | \$67,220 | (\$11,656) | \$65,180 | (\$9,616) | 0% | 0% | 100% | 0% | 0% | 0% |
| SRA Systems | \$42,000 | \$80,000 | \$51,839 | \$63,040 | (\$11,201) | \$60,578 | (\$8,739) | 0% | 16% | 71% | 10% | 3% | 0% |
| SRI Systems, Inc. | \$48,000 | \$85,000 | \$50,821 | \$66,849 | (\$16,027) | \$64,697 | (\$13,876) | 0% | 89% | 2% | 7% | 2% | 0% |
| Striven Infosys, Inc. | \$38,000 | \$65,000 | \$43,277 | \$67,218 | (\$23,941) | \$64,705 | (\$21,429) | 0% | 85% | 15% | 0% | 0% | 0% |
| Striven Systems, Inc. | \$52,000 | \$60,000 | \$59,558 | \$60,730 | (\$1,171) | \$58,001 | \$1,558 | 0% | 7% | 39% | 54% | 0% | 0% |
| Ssinfotek, Inc. | \$45,000 | \$70,000 | \$48,431 | \$67,237 | (\$18,805) | \$65,846 | (\$17,415) | 0% | 53% | 45% | 0% | 2% | 0% |
| Staffing Tree, LLC. | \$36,005 | \$44,886 | \$41,927 | \$60,065 | (\$18,138) | \$57,631 | (\$15,704) | 0% | 81% | 19% | 0% | 0% | 0% |
| State Street Bank | \$44,000 | \$100,000 | \$77,961 | \$69,014 | \$8,947 | \$66,915 | \$11,046 | 0% | 2% | 20% | 47% | 29% | 2% |
| Strategic Systems Of New Jersey, Inc. | \$45,000 | \$45,300 | \$45,009 | \$68,637 | (\$23,628) | \$66,490 | (\$21,481) | 0% | 100% | 0% | 0% | 0% | 0% |
| Subex Technologies, Inc. | \$48,006 | \$90,000 | \$64,967 | \$73,702 | (\$8,735) | \$68,253 | (\$3,286) | 0% | 3% | 67% | 27% | 3% | 0% |
| Subuthi Overseas, Inc. | \$50,000 | \$82,000 | \$58,071 | \$75,294 | (\$17,223) | \$72,507 | (\$14,436) | 0% | 68% | 21% | 11% | 0% | 0% |
| Summitworks Technologies, Inc. | \$48,000 | \$60,000 | \$51,831 | \$83,641 | (\$31,810) | \$81,508 | (\$29,677) | 52% | 34% | 14% | 0% | 0% | 0% |
| Sun MicroSolutions, Inc. | \$45,000 | \$58,000 | \$48,694 | \$69,719 | (\$21,025) | \$67,051 | (\$18,357) | 20% | 41% | 35% | 4% | 0% | 0% |
| Sun Microsystems | \$54,578 | \$129,794 | \$79,738 | \$90,626 | (\$10,888) | \$85,991 | (\$6,253) | 0% | 11% | 66% | 17% | 5% | 1% |
| Sun Technologies, Inc. | \$46,946 | \$50,045 | \$49,807 | \$60,448 | (\$10,642) | \$58,542 | (\$8,736) | 0% | 8% | 92% | 0% | 0% | 0% |
| Surecom, Inc. | \$34,000 | \$50,000 | \$43,769 | \$81,852 | (\$38,082) | \$79,842 | (\$36,072) | 92% | 8% | 0% | 0% | 0% | 0% |
| Surya Systems Inc | \$32,249 | \$85,000 | \$49,270 | \$61,805 | (\$12,535) | \$59,139 | (\$9,869) | 2% | 43% | 43% | 12% | 1% | 0% |
| Svam International, Inc. | \$36,082 | \$60,189 | \$51,615 | \$67,098 | (\$15,483) | \$64,340 | (\$12,726) | 0% | 4% | 86% | 10% | 0% | 0% |
| Sword, Inc. | \$37,500 | \$94,000 | \$57,504 | \$67,849 | (\$10,345) | \$64,433 | (\$6,929) | 3% | 25% | 50% | 13% | 9% | 0% |
| Sycamore Networks, Inc. | \$55,000 | \$120,000 | \$81,684 | \$83,587 | (\$1,903) | \$81,532 | \$152 | 0% | 12% | 38% | 42% | 4% | 4% |
| Symantec Corporation | \$55,000 | \$113,078 | \$77,844 | \$76,828 | \$1,016 | \$74,055 | \$3,788 | 0% | 11% | 39% | 21% | 25% | 4% |
| Symphony Corporation | \$40,000 | \$65,000 | \$50,370 | \$59,522 | (\$9,153) | \$57,291 | (\$6,921) | 0% | 15% | 75% | 10% | 0% | 0% |
| Syncro Technologies, Inc. | \$36,000 | \$46,732 | \$42,109 | \$70,308 | (\$28,199) | \$66,554 | (\$24,444) | 5% | 95% | 0% | 0% | 0% | 0% |
| Synergy Solutions, Inc. | \$41,000 | \$70,000 | \$42,926 | \$67,755 | (\$24,829) | \$64,102 | (\$21,176) | 4% | 89% | 7% | 0% | 0% | 0% |
| Synerzy Software Solutions Inc | \$42,474 | \$50,000 | \$45,077 | \$66,876 | (\$21,798) | \$64,816 | (\$19,739) | 0% | 98% | 2% | 0% | 0% | 0% |
| Synopsys, Inc. | \$52,246 | \$90,000 | \$62,543 | \$86,262 | (\$23,720) | \$82,829 | (\$20,287) | 10% | 78% | 0% | 11% | 1% | 0% |
| Synova, Inc. | \$40,508 | \$66,710 | \$47,747 | \$65,835 | (\$18,088) | \$65,705 | (\$17,958) | 3% | 77% | 17% | 3% | 0% | 0% |
| Syntel | \$38,380 | \$77,250 | \$49,985 | \$62,321 | (\$12,336) | \$59,779 | (\$9,794) | 2% | 22% | 66% | 10% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|----------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Sysmind, LLC. | \$42,000 | \$72,500 | \$45,283 | \$74,904 | (\$29,622) | \$72,086 | (\$26,804) | 36% | 60% | 1% | 2% | 0% | 0% |
| Systel Inc of Delaware | \$30,000 | \$58,000 | \$45,562 | \$64,665 | (\$19,103) | \$62,441 | (\$16,879) | 2% | 73% | 22% | 2% | 0% | 0% |
| System Edge (USA), LLC. | \$35,000 | \$57,450 | \$42,486 | \$65,766 | (\$23,280) | \$63,243 | (\$20,757) | 8% | 74% | 18% | 0% | 0% | 0% |
| System Soft Technologies, LLC. | \$36,000 | \$65,000 | \$36,800 | \$64,622 | (\$27,822) | \$59,352 | (\$22,552) | 0% | 97% | 3% | 0% | 0% | 0% |
| Systems People, Inc. | \$35,110 | \$77,667 | \$48,394 | \$63,528 | (\$15,134) | \$60,743 | (\$12,349) | 3% | 51% | 37% | 10% | 0% | 0% |
| Systems Task Group International, Ltd. | \$50,000 | \$130,000 | \$61,376 | \$69,388 | (\$8,012) | \$66,234 | (\$4,858) | 0% | 14% | 64% | 19% | 0% | 2% |
| Systems Technology Group, Inc. | \$39,100 | \$44,200 | \$40,341 | \$62,256 | (\$21,915) | \$60,002 | (\$19,662) | 0% | 100% | 0% | 0% | 0% | 0% |
| Systime Computer Corporation | \$32,348 | \$71,927 | \$47,466 | \$68,511 | (\$21,046) | \$65,118 | (\$17,653) | 43% | 26% | 21% | 10% | 0% | 0% |
| -T- | | | | | | | | | | | | | |
| Taj Software Systems Corp. | \$50,000 | \$60,000 | \$54,127 | \$68,863 | (\$14,736) | \$65,925 | (\$11,798) | 0% | 5% | 95% | 0% | 0% | 0% |
| Tata Consultancy Services, Ltd. | \$19,800 | \$84,890 | \$37,812 | \$64,784 | (\$26,972) | \$62,142 | (\$24,331) | 35% | 63% | 2% | 0% | 0% | 0% |
| Tata Infotech Limited | \$32,386 | \$81,100 | \$47,861 | \$64,921 | (\$17,060) | \$63,463 | (\$15,602) | 32% | 30% | 33% | 5% | 0% | 0% |
| TCG Software, Inc. | \$44,402 | \$87,400 | \$50,784 | \$72,450 | (\$21,666) | \$68,440 | (\$17,656) | 0% | 69% | 24% | 5% | 1% | 1% |
| Technodemocracy, LLC. | \$51,618 | \$60,000 | \$54,908 | \$66,499 | (\$11,591) | \$63,829 | (\$8,922) | 0% | 0% | 89% | 11% | 0% | 0% |
| Techgene Solutions, LLC. | \$41,487 | \$45,000 | \$42,656 | \$63,692 | (\$21,037) | \$61,543 | (\$18,887) | 0% | 100% | 0% | 0% | 0% | 0% |
| Techmagix, Inc. | \$41,487 | \$52,000 | \$50,976 | \$63,957 | (\$12,981) | \$61,886 | (\$10,910) | 0% | 3% | 97% | 0% | 0% | 0% |
| Technation Software Consulting, Inc. | \$48,100 | \$84,000 | \$53,485 | \$52,929 | \$555 | \$48,335 | \$5,150 | 0% | 0% | 5% | 88% | 7% | 0% |
| Technical Strategies, Inc. | \$36,500 | \$60,000 | \$45,538 | \$62,039 | (\$16,501) | \$59,033 | (\$13,495) | 2% | 47% | 47% | 4% | 0% | 0% |
| Technico, Inc | \$42,640 | \$42,640 | \$42,640 | \$61,750 | (\$19,110) | \$59,810 | (\$17,170) | 0% | 100% | 0% | 0% | 0% | 0% |
| Technisource, Inc. | \$30,000 | \$165,006 | \$63,616 | \$66,007 | (\$2,390) | \$63,957 | (\$340) | 4% | 37% | 7% | 33% | 16% | 4% |
| Technocrat Solutions, Inc. | \$38,000 | \$48,901 | \$48,484 | \$78,039 | (\$29,555) | \$75,082 | (\$26,598) | 51% | 49% | 0% | 0% | 0% | 0% |
| Technocrest Systems, Inc. | \$27,456 | \$55,349 | \$39,628 | \$71,958 | (\$32,330) | \$69,190 | (\$29,562) | 75% | 25% | 0% | 0% | 0% | 0% |
| Technology Consultants, Inc. | \$38,000 | \$55,000 | \$43,889 | \$62,748 | (\$18,859) | \$60,663 | (\$16,775) | 5% | 73% | 22% | 0% | 0% | 0% |
| Technology People, Inc. | \$45,000 | \$70,000 | \$49,412 | \$64,875 | (\$15,463) | \$63,747 | (\$14,335) | 0% | 76% | 24% | 0% | 0% | 0% |
| Technosoft Corporation (CA) | \$40,830 | \$40,997 | \$40,904 | \$70,964 | (\$30,060) | \$68,913 | (\$28,009) | 56% | 44% | 0% | 0% | 0% | 0% |
| Technosoft Corporation (MI) | \$40,000 | \$55,000 | \$45,567 | \$64,452 | (\$18,885) | \$62,079 | (\$16,512) | 6% | 56% | 38% | 0% | 0% | 0% |
| Technosoft, Inc.(IL) | \$40,685 | \$60,000 | \$47,427 | \$63,627 | (\$16,200) | \$61,944 | (\$14,517) | 0% | 56% | 40% | 2% | 2% | 0% |
| Technotch, Inc | \$45,760 | \$60,000 | \$53,209 | \$65,937 | (\$12,728) | \$63,768 | (\$10,559) | 0% | 49% | 43% | 9% | 0% | 0% |
| Techorbit, Inc. | \$39,000 | \$85,000 | \$50,009 | \$74,112 | (\$24,103) | \$68,182 | (\$18,174) | 0% | 78% | 17% | 3% | 2% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|------------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| TechPeak Corporation | \$36,000 | \$75,300 | \$52,544 | \$63,830 | (\$11,286) | \$61,276 | (\$8,732) | 0% | 43% | 27% | 27% | 3% | 0% |
| Techwiz, Inc. | \$43,000 | \$43,000 | \$43,000 | \$56,470 | (\$13,470) | \$55,000 | (\$12,000) | 0% | 0% | 100% | 0% | 0% | 0% |
| Tej Technologies, Inc. | \$40,000 | \$47,100 | \$41,183 | \$68,327 | (\$27,143) | \$65,703 | (\$24,520) | 0% | 100% | 0% | 0% | 0% | 0% |
| Tekessence, Inc. | \$40,000 | \$70,000 | \$44,968 | \$66,983 | (\$22,015) | \$64,381 | (\$19,413) | 13% | 65% | 23% | 0% | 0% | 0% |
| Teksoft, Inc. | \$40,000 | \$54,101 | \$42,396 | \$64,664 | (\$22,268) | \$62,233 | (\$19,837) | 0% | 99% | 1% | 0% | 0% | 0% |
| Tekstrom, Inc. | \$43,000 | \$49,000 | \$46,005 | \$76,414 | (\$30,409) | \$73,446 | (\$27,441) | 16% | 83% | 1% | 0% | 0% | 0% |
| TEKsystems, Inc. | \$41,600 | \$79,581 | \$59,350 | \$63,968 | (\$4,618) | \$61,382 | (\$2,032) | 0% | 20% | 32% | 41% | 7% | 0% |
| Terasoft International, Inc. | \$36,000 | \$45,000 | \$41,532 | \$63,896 | (\$22,364) | \$62,713 | (\$21,181) | 0% | 100% | 0% | 0% | 0% | 0% |
| Texas Instruments, Inc. | \$60,000 | \$110,000 | \$77,667 | \$80,761 | (\$3,093) | \$77,090 | \$577 | 0% | 3% | 57% | 23% | 17% | 0% |
| The AES Corporation | \$50,635 | \$63,000 | \$58,878 | \$65,263 | (\$6,385) | \$63,630 | (\$4,752) | 0% | 33% | 0% | 67% | 0% | 0% |
| The Brandon Group, Inc. | \$32,000 | \$160,000 | \$46,031 | \$69,855 | (\$23,824) | \$65,785 | (\$19,754) | 14% | 72% | 9% | 2% | 0% | 3% |
| The Crawford Group, Inc. | \$45,260 | \$86,000 | \$72,183 | \$75,154 | (\$2,970) | \$70,351 | \$1,833 | 2% | 4% | 18% | 74% | 2% | 0% |
| Think Development Systems Inc | \$39,062 | \$47,091 | \$41,285 | \$60,109 | (\$18,825) | \$58,252 | (\$16,967) | 0% | 99% | 1% | 0% | 0% | 0% |
| ThoughtWorks, Inc. | \$43,413 | \$91,000 | \$52,098 | \$64,609 | (\$12,511) | \$63,217 | (\$11,119) | 0% | 65% | 16% | 9% | 9% | 0% |
| Tisco Group Inc | \$42,850 | \$48,000 | \$44,681 | \$70,957 | (\$26,276) | \$69,021 | (\$24,340) | 50% | 50% | 0% | 0% | 0% | 0% |
| Total Care Company, Inc. | \$45,000 | \$65,000 | \$49,955 | \$70,247 | (\$20,293) | \$65,529 | (\$15,575) | 0% | 65% | 35% | 0% | 0% | 0% |
| Transworld Information Systems, Inc. | \$40,232 | \$90,000 | \$55,894 | \$71,509 | (\$15,615) | \$68,259 | (\$12,364) | 0% | 37% | 49% | 10% | 4% | 0% |
| Transys Technologies Corp. d/b/a Quintegra Solutions | \$42,310 | \$85,800 | \$47,494 | \$70,570 | (\$23,076) | \$68,193 | (\$20,699) | 0% | 92% | 5% | 2% | 2% | 0% |
| Trigyn Technologies Inc. | \$41,226 | \$70,000 | \$49,134 | \$67,731 | (\$18,597) | \$65,422 | (\$16,288) | 0% | 62% | 35% | 4% | 0% | 0% |
| Trinity Consulting, Inc. | \$42,640 | \$50,000 | \$43,871 | \$64,830 | (\$20,959) | \$64,562 | (\$20,691) | 0% | 100% | 0% | 0% | 0% | 0% |
| Trinity Technologies, Inc. | \$36,000 | \$48,000 | \$43,572 | \$60,481 | (\$16,909) | \$58,717 | (\$15,145) | 2% | 45% | 53% | 0% | 0% | 0% |
| Trinuc, LLC. | \$55,000 | \$60,000 | \$55,152 | \$72,280 | (\$17,128) | \$69,900 | (\$14,749) | 0% | 21% | 79% | 0% | 0% | 0% |
| Trinus Corporation | \$42,500 | \$64,500 | \$54,510 | \$84,142 | (\$29,632) | \$80,459 | (\$25,949) | 16% | 81% | 0% | 3% | 0% | 0% |
| Triton Information Technologies, Inc. | \$40,000 | \$85,000 | \$54,469 | \$71,576 | (\$17,106) | \$68,115 | (\$13,646) | 18% | 37% | 16% | 18% | 10% | 0% |
| Triune Technologies | \$48,000 | \$60,000 | \$54,000 | \$85,331 | (\$31,331) | \$81,369 | (\$27,369) | 29% | 57% | 14% | 0% | 0% | 0% |
| Trustek, Inc. | \$49,800 | \$75,000 | \$54,600 | \$70,342 | (\$15,742) | \$68,167 | (\$13,567) | 0% | 36% | 64% | 0% | 0% | 0% |
| TSR Consulting Services, Inc. | \$39,615 | \$108,160 | \$65,963 | \$71,513 | (\$5,549) | \$67,335 | (\$1,372) | 0% | 14% | 57% | 25% | 0% | 4% |
| Tulip Soft Corporation | \$45,000 | \$45,000 | \$45,000 | \$68,126 | (\$23,126) | \$65,467 | (\$20,467) | 0% | 100% | 0% | 0% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| -U- | | | | | | | | | | | | | |
| U S Software Corporation | \$39,000 | \$70,000 | \$47,576 | \$63,788 | (\$16,212) | \$62,511 | (\$14,935) | 2% | 39% | 56% | 3% | 0% | 0% |
| UBICS, Inc. | \$35,000 | \$82,000 | \$49,468 | \$71,322 | (\$21,854) | \$68,785 | (\$19,317) | 18% | 65% | 9% | 9% | 0% | 0% |
| UBS Securities | \$31,200 | \$120,000 | \$77,746 | \$68,575 | \$9,170 | \$65,250 | \$12,496 | 0% | 9% | 12% | 42% | 32% | 5% |
| Ultimo Software Soutions, Inc. | \$40,000 | \$72,800 | \$40,437 | \$64,061 | (\$23,624) | \$60,819 | (\$20,382) | 17% | 81% | 0% | 1% | 0% | 0% |
| Uni Resource, Inc. | \$36,534 | \$44,695 | \$41,391 | \$71,177 | (\$29,787) | \$67,273 | (\$25,883) | 9% | 91% | 0% | 0% | 0% | 0% |
| Unified Business Technologies Inc. | \$39,224 | \$46,733 | \$42,761 | \$63,149 | (\$20,388) | \$60,679 | (\$17,918) | 3% | 92% | 6% | 0% | 0% | 0% |
| Unify Solutions, Inc. | \$38,168 | \$50,000 | \$42,446 | \$63,220 | (\$20,774) | \$62,095 | (\$19,649) | 4% | 91% | 6% | 0% | 0% | 0% |
| Unigraphics Solutions Inc., a subsidiary of EDS | \$52,000 | \$105,000 | \$73,009 | \$74,702 | (\$1,693) | \$72,599 | \$409 | 0% | 16% | 38% | 38% | 6% | 3% |
| Unisys Corporation | \$47,476 | \$115,000 | \$71,036 | \$68,752 | \$2,284 | \$66,691 | \$4,344 | 4% | 4% | 25% | 54% | 10% | 3% |
| United Information Technology, Inc. | \$42,700 | \$46,000 | \$45,036 | \$61,750 | (\$16,714) | \$59,810 | (\$14,774) | 0% | 100% | 0% | 0% | 0% | 0% |
| United Software Associates | \$33,810 | \$55,670 | \$48,655 | \$63,214 | (\$14,560) | \$60,024 | (\$11,369) | 0% | 41% | 29% | 29% | 0% | 0% |
| Universal Business Consulting, Inc. | \$43,500 | \$65,000 | \$49,576 | \$68,533 | (\$18,957) | \$65,700 | (\$16,124) | 0% | 75% | 23% | 3% | 0% | 0% |
| Universal Business Solutions | \$45,000 | \$70,000 | \$54,758 | \$75,939 | (\$21,181) | \$71,415 | (\$16,657) | 0% | 66% | 29% | 5% | 0% | 0% |
| Universal Software Corporation | \$45,000 | \$90,000 | \$51,071 | \$67,513 | (\$16,442) | \$65,258 | (\$14,187) | 0% | 80% | 16% | 1% | 3% | 0% |
| Universal Technologies, Inc. | \$43,827 | \$50,255 | \$46,137 | \$71,315 | (\$25,178) | \$66,211 | (\$20,074) | 0% | 100% | 0% | 0% | 0% | 0% |
| Urooj, LLC. | \$35,600 | \$50,650 | \$44,634 | \$64,946 | (\$20,312) | \$61,556 | (\$16,922) | 0% | 68% | 32% | 0% | 0% | 0% |
| US Tech Solutions, Inc. | \$44,000 | \$90,000 | \$61,137 | \$60,469 | \$668 | \$58,782 | \$2,355 | 0% | 11% | 30% | 48% | 10% | 1% |
| US Technology Resources, LLC. | \$42,000 | \$90,000 | \$49,102 | \$70,600 | (\$21,498) | \$68,516 | (\$19,414) | 5% | 71% | 23% | 0% | 0% | 0% |
| USM Business Systems, Inc. | \$50,000 | \$65,000 | \$52,172 | \$68,841 | (\$16,669) | \$63,726 | (\$11,554) | 0% | 0% | 94% | 6% | 0% | 0% |
| USP, LLC. | \$30,202 | \$56,742 | \$38,280 | \$66,303 | (\$28,023) | \$64,300 | (\$26,019) | 41% | 58% | 1% | 1% | 0% | 0% |
| UT Starcom, Inc. | \$48,000 | \$106,000 | \$81,050 | \$81,940 | (\$890) | \$79,260 | \$1,790 | 3% | 3% | 40% | 37% | 17% | 0% |
| -V- | | | | | | | | | | | | | |
| V Group, Inc. | \$44,533 | \$45,000 | \$44,924 | \$84,156 | (\$39,232) | \$81,018 | (\$36,093) | 95% | 5% | 0% | 0% | 0% | 0% |
| V.L.S. Systems, Inc. | \$30,000 | \$50,000 | \$41,787 | \$66,459 | (\$24,672) | \$63,671 | (\$21,884) | 21% | 69% | 11% | 0% | 0% | 0% |
| Vaktech Corporation, LLC. | \$50,000 | \$57,247 | \$53,469 | \$67,253 | (\$13,784) | \$65,137 | (\$11,667) | 0% | 14% | 86% | 0% | 0% | 0% |
| Valley US, Inc. | \$43,000 | \$80,642 | \$52,878 | \$78,760 | (\$25,882) | \$75,474 | (\$22,596) | 19% | 79% | 2% | 0% | 0% | 0% |
| ValueMomentum, Inc. | \$43,500 | \$60,000 | \$50,091 | \$66,529 | (\$16,438) | \$64,477 | (\$14,386) | 0% | 71% | 29% | 0% | 0% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| Vaptech, Inc. | \$35,000 | \$58,283 | \$48,341 | \$67,220 | (\$18,879) | \$65,180 | (\$16,839) | 2% | 68% | 30% | 0% | 0% | 0% |
| Vara Technologies, Inc. | \$39,500 | \$85,000 | \$50,071 | \$68,556 | (\$18,485) | \$64,424 | (\$14,353) | 0% | 78% | 0% | 22% | 0% | 0% |
| Vcarve, Inc. | \$48,000 | \$80,000 | \$57,780 | \$64,349 | (\$6,569) | \$59,146 | (\$1,366) | 0% | 0% | 32% | 66% | 2% | 0% |
| Vector Systems, Inc. | \$45,000 | \$50,000 | \$48,000 | \$67,220 | (\$19,220) | \$65,180 | (\$17,180) | 0% | 100% | 0% | 0% | 0% | 0% |
| Ved Software Services, Inc. | \$19,100 | \$56,000 | \$39,673 | \$63,657 | (\$23,984) | \$61,168 | (\$21,496) | 22% | 78% | 0% | 0% | 0% | 0% |
| Vedicsoft Solutions, Inc. | \$36,837 | \$84,000 | \$50,687 | \$68,304 | (\$17,617) | \$66,212 | (\$15,525) | 6% | 80% | 12% | 2% | 0% | 0% |
| Vega Consulting, Inc. | \$41,500 | \$60,000 | \$42,196 | \$63,830 | (\$21,634) | \$62,660 | (\$20,464) | 0% | 98% | 2% | 0% | 0% | 0% |
| Velaga Associates, Inc. | \$45,000 | \$45,000 | \$45,000 | \$63,033 | (\$18,033) | \$62,209 | (\$17,209) | 0% | 100% | 0% | 0% | 0% | 0% |
| Velanrani Information Systems | \$44,886 | \$70,000 | \$57,304 | \$67,469 | (\$10,164) | \$65,083 | (\$7,779) | 0% | 7% | 86% | 7% | 0% | 0% |
| Venifotech, Inc. | \$41,000 | \$45,000 | \$44,111 | \$68,172 | (\$24,061) | \$64,987 | (\$20,876) | 0% | 78% | 22% | 0% | 0% | 0% |
| Vensai Technologies, Inc. | \$37,000 | \$55,000 | \$45,242 | \$59,572 | (\$14,330) | \$58,684 | (\$13,442) | 4% | 50% | 46% | 0% | 0% | 0% |
| Vensoft, Inc. | \$33,809 | \$65,000 | \$41,591 | \$58,644 | (\$17,053) | \$57,283 | (\$15,692) | 8% | 62% | 19% | 12% | 0% | 0% |
| Ventech Solutions, Inc. | \$45,000 | \$52,000 | \$46,231 | \$58,151 | (\$11,920) | \$56,599 | (\$10,368) | 0% | 12% | 88% | 0% | 0% | 0% |
| Venture SoftNet Inc. | \$40,000 | \$70,000 | \$50,162 | \$75,139 | (\$24,977) | \$72,490 | (\$22,328) | 20% | 67% | 10% | 2% | 0% | 0% |
| Venturi Technology Partners | \$40,000 | \$152,880 | \$52,793 | \$64,584 | (\$11,791) | \$62,598 | (\$9,805) | 0% | 43% | 47% | 4% | 3% | 2% |
| VenturiSoft, Inc. | \$38,000 | \$42,000 | \$38,500 | \$52,791 | (\$14,291) | \$52,414 | (\$13,914) | 0% | 100% | 0% | 0% | 0% | 0% |
| VeriSign, Inc. | \$49,801 | \$124,373 | \$86,337 | \$75,302 | \$11,035 | \$71,915 | \$14,422 | 0% | 4% | 15% | 35% | 38% | 8% |
| Veritas Software Corporation | \$47,500 | \$116,845 | \$86,175 | \$81,285 | \$4,890 | \$78,091 | \$8,084 | 0% | 8% | 27% | 36% | 24% | 5% |
| Verizon Data Services, Inc. | \$46,000 | \$122,000 | \$76,413 | \$74,802 | \$1,611 | \$71,588 | \$4,825 | 0% | 2% | 34% | 53% | 8% | 3% |
| Versant Technologies, Inc. | \$43,100 | \$46,700 | \$43,487 | \$63,917 | (\$20,430) | \$62,732 | (\$19,245) | 0% | 98% | 2% | 0% | 0% | 0% |
| Vigna Solutions, Inc. | \$40,000 | \$50,000 | \$44,038 | \$61,458 | (\$17,419) | \$58,344 | (\$14,306) | 0% | 23% | 77% | 0% | 0% | 0% |
| Virgo, Inc. | \$52,000 | \$52,000 | \$52,000 | \$67,173 | (\$15,173) | \$64,774 | (\$12,774) | 0% | 33% | 67% | 0% | 0% | 0% |
| Virtual Matrix Corporation | \$45,000 | \$52,500 | \$49,435 | \$66,704 | (\$17,268) | \$63,854 | (\$14,418) | 0% | 32% | 68% | 0% | 0% | 0% |
| Virtue Group, LLC. | \$35,000 | \$60,000 | \$41,363 | \$54,502 | (\$13,139) | \$52,117 | (\$10,754) | 0% | 65% | 9% | 26% | 0% | 0% |
| Vision Systems Group, Inc. | \$35,000 | \$52,000 | \$42,442 | \$61,589 | (\$19,147) | \$59,697 | (\$17,256) | 3% | 75% | 21% | 0% | 0% | 0% |
| Vision Tech Solutions | \$31,658 | \$64,000 | \$43,221 | \$61,777 | (\$18,556) | \$59,846 | (\$16,625) | 0% | 98% | 2% | 0% | 0% | 0% |
| VisionSoft International, Inc. | \$40,000 | \$70,000 | \$43,888 | \$59,845 | (\$15,957) | \$57,939 | (\$14,052) | 0% | 43% | 56% | 1% | 0% | 0% |
| VisualSoft Technologies, Ltd. | \$45,000 | \$60,000 | \$48,535 | \$60,009 | (\$11,474) | \$58,765 | (\$10,230) | 0% | 10% | 89% | 1% | 0% | 0% |
| Viva USA, Inc. | \$50,000 | \$60,000 | \$57,115 | \$65,849 | (\$8,734) | \$64,134 | (\$7,018) | 0% | 12% | 81% | 8% | 0% | 0% |

Continued

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|--------------------------------------|------------|-----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-----------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| vMoksha Technologies, Inc. | \$45,200 | \$100,000 | \$58,126 | \$77,769 | (\$19,642) | \$75,150 | (\$17,024) | 4% | 70% | 21% | 4% | 0% | 0% |
| VMware, an EMC Company | \$77,000 | \$132,604 | \$92,875 | \$88,168 | \$4,707 | \$83,941 | \$8,934 | 0% | 0% | 42% | 35% | 19% | 4% |
| Volt Technical Resources, LLC. | \$38,542 | \$99,299 | \$65,568 | \$70,301 | (\$4,733) | \$67,731 | (\$2,163) | 1% | 30% | 16% | 50% | 4% | 0% |
| VSKsoft, INC. | \$52,000 | \$64,000 | \$58,506 | \$81,533 | (\$23,027) | \$78,231 | (\$19,725) | 4% | 96% | 0% | 0% | 0% | 0% |
| V-Soft Consulting Group, Inc. | \$32,000 | \$60,000 | \$41,991 | \$59,052 | (\$17,061) | \$56,783 | (\$14,792) | 1% | 89% | 10% | 0% | 0% | 0% |
| -W- | | | | | | | | | | | | | |
| Wachovia | \$50,000 | \$105,000 | \$80,819 | \$67,782 | \$13,036 | \$64,085 | \$16,733 | 0% | 2% | 20% | 24% | 41% | 12% |
| Wal*Mart | \$49,140 | \$125,500 | \$71,182 | \$55,949 | \$15,233 | \$54,211 | \$16,971 | 0% | 0% | 0% | 67% | 22% | 11% |
| Waltech Inc | \$40,000 | \$90,000 | \$46,992 | \$68,961 | (\$21,969) | \$66,881 | (\$19,889) | 0% | 91% | 5% | 1% | 3% | 0% |
| Webilent Technology, Inc. | \$50,000 | \$90,000 | \$66,638 | \$67,389 | (\$751) | \$64,083 | \$2,555 | 0% | 3% | 46% | 39% | 3% | 9% |
| WebMD Corporation | \$42,820 | \$111,930 | \$65,808 | \$70,442 | (\$4,634) | \$66,839 | (\$1,031) | 0% | 17% | 44% | 33% | 6% | 0% |
| Winvision | \$50,000 | \$50,000 | \$50,000 | \$65,451 | (\$15,451) | \$63,832 | (\$13,832) | 0% | 59% | 41% | 0% | 0% | 0% |
| Wipro Limited | \$45,000 | \$57,462 | \$47,718 | \$64,792 | (\$17,074) | \$62,402 | (\$14,684) | 2% | 65% | 31% | 2% | 0% | 0% |
| Wisdom Info Tech, Ltd. | \$40,000 | \$65,663 | \$48,650 | \$70,593 | (\$21,943) | \$68,073 | (\$19,423) | 16% | 78% | 6% | 0% | 0% | 0% |
| Worldwide Software Services, Inc. | \$30,000 | \$55,000 | \$39,190 | \$65,571 | (\$26,381) | \$62,328 | (\$23,138) | 36% | 62% | 3% | 0% | 0% | 0% |
| Worldwide Technology Solutions, Inc. | \$41,615 | \$50,650 | \$42,585 | \$74,318 | (\$31,734) | \$72,209 | (\$29,625) | 31% | 69% | 0% | 0% | 0% | 0% |
| -X- | | | | | | | | | | | | | |
| Xaxis Solutions, Inc. | \$36,171 | \$47,500 | \$45,665 | \$66,010 | (\$20,345) | \$62,966 | (\$17,302) | 0% | 81% | 19% | 0% | 0% | 0% |
| XCEL Solutions Corp. | \$30,000 | \$75,000 | \$49,139 | \$67,877 | (\$18,738) | \$65,299 | (\$16,161) | 24% | 32% | 40% | 4% | 0% | 0% |
| Xilinx, Inc. | \$57,000 | \$108,000 | \$78,823 | \$79,067 | (\$245) | \$75,558 | \$3,265 | 0% | 3% | 52% | 33% | 6% | 6% |
| Xoriant Corporation | \$46,072 | \$90,000 | \$57,221 | \$68,883 | (\$11,662) | \$66,236 | (\$9,015) | 0% | 47% | 36% | 8% | 10% | 0% |
| Xterrasoft, Inc. | \$40,000 | \$62,350 | \$45,654 | \$58,508 | (\$12,854) | \$58,063 | (\$12,408) | 0% | 56% | 38% | 7% | 0% | 0% |
| Xtreme Worldwide Solutions, Inc. | \$36,837 | \$45,400 | \$43,278 | \$60,647 | (\$17,370) | \$59,704 | (\$16,427) | 4% | 35% | 61% | 0% | 0% | 0% |
| Xyant Technology, Inc. | \$26,645 | \$54,000 | \$34,030 | \$56,344 | (\$22,314) | \$54,072 | (\$20,042) | 34% | 63% | 0% | 2% | 0% | 0% |
| -Y- | | | | | | | | | | | | | |
| Yahoo!, Inc. | \$60,700 | \$117,500 | \$80,387 | \$86,336 | (\$5,949) | \$82,563 | (\$2,176) | 0% | 9% | 51% | 33% | 7% | 0% |
| Yash Technologies, Inc. | \$32,094 | \$75,000 | \$41,309 | \$64,512 | (\$23,203) | \$63,280 | (\$21,970) | 7% | 75% | 18% | 0% | 0% | 0% |
| Youngsoft, Inc. | \$40,000 | \$45,000 | \$43,239 | \$62,876 | (\$19,637) | \$60,662 | (\$17,423) | 0% | 97% | 3% | 0% | 0% | 0% |
| | | | | | | | | | | | | | Continued |

| Employer | H-1B Wages | | | H-1B Wages Compared to Expected OES Wages | | | | Distribution of H-1B Wages | | | | | |
|-------------------------------------|------------|----------|----------|-------------------------------------------|------------|------------|------------|----------------------------|-------|-------|-------|-------|-------|
| | Min | Max | Mean | OES Mean | Difference | OES Median | Difference | 0-9 | 10-24 | 25-49 | 50-74 | 75-89 | 90-99 |
| -Z- | | | | | | | | | | | | | |
| Z3 Technologies, Inc. | \$36,200 | \$64,503 | \$48,240 | \$65,699 | (\$17,459) | \$63,293 | (\$15,053) | 0% | 64% | 32% | 4% | 0% | 0% |
| Zeninfotech, LLC. | \$40,000 | \$57,000 | \$47,486 | \$61,623 | (\$14,137) | \$59,463 | (\$11,976) | 0% | 49% | 51% | 0% | 0% | 0% |
| Zensar Technologies, Inc. | \$48,925 | \$82,200 | \$58,011 | \$69,054 | (\$11,043) | \$67,040 | (\$9,030) | 0% | 3% | 85% | 12% | 0% | 0% |
| Zolon Tech, Inc. | \$45,000 | \$75,000 | \$48,305 | \$68,313 | (\$20,007) | \$65,807 | (\$17,502) | 0% | 69% | 28% | 3% | 0% | 0% |
| Zylog Systems, Ltd. d/b/a ZSL, Inc. | \$37,000 | \$37,000 | \$37,000 | \$67,220 | (\$30,220) | \$65,180 | (\$28,180) | 100% | 0% | 0% | 0% | 0% | 0% |

Appendix E — Geographic Distribution of H-1B Computer Programming Workers F.Y. 2004

| Rank | State | State's Percentage of H-1B Workers | State's Percentage of U.S. Population |
|------|----------------|------------------------------------|---------------------------------------|
| 1 | California | 15.589% | 11.864% |
| 2 | New Jersey | 9.467% | 2.947% |
| 3 | Texas | 7.854% | 7.304% |
| 4 | New York | 5.940% | 6.647% |
| 5 | Illinois | 5.404% | 4.350% |
| 6 | Pennsylvania | 4.529% | 4.302% |
| 7 | Michigan | 4.236% | 3.481% |
| 8 | Florida | 3.898% | 5.598% |
| 9 | Virginia | 3.892% | 2.479% |
| 10 | Massachusetts | 3.565% | 2.224% |
| 11 | Georgia | 3.499% | 2.867% |
| 12 | Ohio | 3.493% | 3.977% |
| 13 | Connecticut | 2.504% | 1.193% |
| 14 | Washington | 2.502% | 2.065% |
| 15 | North Carolina | 2.191% | 2.819% |
| 16 | Arizona | 2.083% | 1.797% |
| 17 | Delaware | 1.754% | 0.274% |
| 18 | Minnesota | 1.731% | 1.723% |
| 19 | Maryland | 1.459% | 1.855% |
| 20 | Colorado | 1.278% | 1.507% |
| 21 | Indiana | 1.131% | 2.130% |
| 22 | Wisconsin | 1.115% | 1.879% |
| 23 | Missouri | 1.035% | 1.960% |
| 24 | Oregon | 0.947% | 1.198% |
| 25 | Iowa | 0.918% | 1.025% |
| 26 | New Hampshire | 0.892% | 0.433% |
| 27 | Tennessee | 0.844% | 1.993% |

| Rank | State | State's Percentage of H-1B Workers | State's Percentage of U.S. Population |
|------|----------------------|------------------------------------|---------------------------------------|
| 28 | District of Columbia | 0.772% | 0.200% |
| 29 | Kentucky | 0.697% | 1.416% |
| 30 | Kansas | 0.685% | 0.942% |
| 31 | South Carolina | 0.481% | 1.405% |
| 32 | Arkansas | 0.404% | 0.936% |
| 33 | Utah | 0.399% | 0.782% |
| 34 | Alabama | 0.326% | 1.558% |
| 35 | Rhode Island | 0.311% | 0.367% |
| 36 | Idaho | 0.278% | 0.453% |
| 37 | Oklahoma | 0.263% | 1.209% |
| 38 | Nebraska | 0.261% | 0.599% |
| 39 | Maine | 0.230% | 0.447% |
| 40 | Vermont | 0.220% | 0.213% |
| 41 | Nevada | 0.194% | 0.700% |
| 42 | Louisiana | 0.148% | 1.565% |
| 43 | South Dakota | 0.097% | 0.264% |
| 44 | Hawaii | 0.080% | 0.424% |
| 45 | Wyoming | 0.071% | 0.173% |
| 46 | Mississippi | 0.064% | 0.996% |
| 47 | New Mexico | 0.060% | 0.637% |
| 48 | Puerto Rico | 0.057% | 1.334% |
| 49 | North Dakota | 0.045% | 0.225% |
| 50 | West Virginia | 0.045% | 0.633% |
| 51 | Alaska | 0.031% | 0.220% |
| 52 | Montana | 0.022% | 0.316% |
| 53 | Virgin Islands | 0.005% | 0.038% |
| 54 | Guam | 0.004% | 0.054% |

Appendix F — Average H-1B Computer Programming Wage by Number of Workers Requested By Employer
F.Y. 2004

| Number of H-1B Workers Requested by Employer | Average H-1B Wage |
|----------------------------------------------------|----------------------|
| 1-10 | \$59,622 |
| 11-20 | \$56,959 |
| 21-25 | \$56,927 |
| 26-50 | \$52,848 |
| 51-75 | \$52,126 |
| 76-100 | \$50,788 |
| More than 100 | \$50,491 |

Appendix G — Top Employers of H-1B Computer Programming Workers F.Y. 2004

Based on LCA Filings – Not Actual Visas Issued

| Rank | Employer | LCAs | H-1B Workers |
|------|---------------------------------------|-------|--------------|
| 1 | Wipro Limited | 153 | 13,796 |
| 2 | Infosys Technologies Ltd. | 137 | 12,775 |
| 3 | Syntel | 82 | 9,302 |
| 4 | HPS America, Inc. | 160 | 7,862 |
| 5 | Oracle Corporation | 894 | 6,462 |
| 6 | IBM Global Service India, Pvt. Ltd. | 128 | 6,101 |
| 7 | Tata Consultancy Services, Ltd. | 524 | 5,200 |
| 8 | Satyam Computer Services, Ltd. | 2,902 | 4,300 |
| 9 | Patni Computer Systems, Inc. | 1,999 | 3,902 |
| 10 | Mphasis Corporation | 131 | 3,696 |
| 11 | Intelligroup, Inc. | 172 | 3,481 |
| 12 | eBusiness Application Solutions, Inc. | 251 | 3,338 |
| 13 | iGate Mastech, Inc. | 163 | 3,241 |
| 14 | HCL Technologies America, Inc. | 142 | 3,136 |
| 15 | Tata Infotech Limited | 262 | 2,914 |
| 16 | Enterprise Business Solutions, Inc. | 2,801 | 2,801 |
| 17 | Cognizant Technology Solutions | 72 | 2,685 |
| 18 | Rapidigm, Inc | 543 | 2,678 |
| 19 | IntelliQuest Systems, Inc. | 52 | 2,053 |
| 20 | JAGS Software, Inc. | 4 | 1,984 |
| 21 | Infospan, Inc. | 1,812 | 1,812 |
| 22 | UBICS, Inc. | 36 | 1,702 |
| 23 | Microsoft | 1,632 | 1,661 |
| 24 | EMC Corporation | 104 | 1,328 |
| 25 | NIIT (USA), Inc. | 244 | 1,090 |
| 26 | AlphaSoft Services Corporation | 30 | 1,030 |
| 27 | Accenture, LLP. | 133 | 1,020 |
| 28 | American Digicom Corp. | 3 | 993 |

| Rank | Employer | LCAs | H-1B Workers |
|------|-----------------------------------------|------|--------------|
| 29 | Blue Frog Solutions, Inc. | 2 | 992 |
| 30 | Clopay Corporation | 1 | 991 |
| 31 | Promptcare Health Services | 1 | 991 |
| 32 | Covansys Corporation | 180 | 930 |
| 33 | IBM | 815 | 926 |
| 34 | Quintegra Solutions Limited | 49 | 890 |
| 35 | eTouch Systems Corp. | 23 | 880 |
| 36 | Venturi Technology Partners | 462 | 701 |
| 37 | Computer Enterprises, Inc. | 69 | 690 |
| 38 | Systemtime Computer Corp. | 23 | 682 |
| 39 | Siebel Systems, Inc. | 70 | 647 |
| 40 | Enterprise Solutions, Inc. | 42 | 645 |
| 41 | Larsen & Toubro Infotech Limited | 632 | 632 |
| 42 | Magna Infotech, Ltd. | 60 | 591 |
| 43 | MSU Software Consultants, LLC. | 34 | 586 |
| 44 | Nutech Information Systems | 358 | 575 |
| 45 | Infinite Computing Systems, Inc. | 56 | 560 |
| 46 | V.L.S Systems, Inc. | 108 | 558 |
| 47 | HTC Global Services, Inc. | 55 | 530 |
| 48 | MBT International, Inc. | 84 | 523 |
| 49 | InterDigital Communications Corporation | 16 | 511 |
| 50 | Infotech Software Solutions, Inc. | 21 | 505 |
| 51 | Keane, Inc. | 501 | 501 |
| 52 | Convergys Corporation | 11 | 490 |
| 53 | iTech US, Inc. | 364 | 490 |
| 54 | Hexaware Technologies, Inc. | 283 | 484 |
| 55 | Yash Technologies, Inc. | 154 | 479 |
| | | | Continued |

| Rank | Employer | LCAs | H-1B Workers |
|------|----------------------------------------------------|------|--------------|
| 56 | DCM Group, Inc. | 74 | 465 |
| 57 | Lancesoft, Inc. | 462 | 462 |
| 58 | H1Bjobs, LLC. | 46 | 460 |
| 59 | Marlabs, Inc | 459 | 459 |
| 60 | Citibank | 234 | 454 |
| 61 | Motorola, Inc. | 377 | 448 |
| 62 | Anjani Etech Solutions, Inc. | 10 | 441 |
| 63 | Verizon Data Services, Inc. | 436 | 436 |
| 64 | Horizon Companies, Inc. | 192 | 414 |
| 65 | I-Flex Solutions, Inc. | 384 | 414 |
| 66 | Analysts International Corp. | 61 | 411 |
| 67 | Scandent Group, Inc. | 33 | 410 |
| 68 | Comsys, LLC. | 51 | 406 |
| 69 | CDI Corporation | 81 | 397 |
| 70 | Polaris Software Lab (India), Ltd. | 391 | 391 |
| 71 | Miracle Software Systems | 39 | 390 |
| 72 | Global Consulting Group | 262 | 364 |
| 73 | Birlasoft, Inc. | 95 | 363 |
| 74 | Cambridge Resource Group, Inc. | 104 | 363 |
| 75 | Ik Solutions, Inc. | 363 | 363 |
| 76 | Prolific Technologies, Inc. | 41 | 350 |
| 77 | Lanco Global Systems, Inc. | 90 | 348 |
| 78 | Ved Software Services, Inc. | 69 | 345 |
| 79 | Blue Star Infotech American, Inc. | 13 | 337 |
| 80 | SBD Net Products, Inc d/b/a SysZen Technologies | 34 | 331 |
| 81 | Corporate Computer Services | 298 | 331 |
| 82 | Cybertech Systems, Inc. | 32 | 320 |
| 83 | Ace Technologies, Inc. | 202 | 318 |
| 84 | Hughes Software Systems Limited | 13 | 316 |
| 85 | Advansoft Worldwide, Inc. | 29 | 307 |

| Rank | Employer | LCAs | H-1B Workers |
|------|----------------------------------|------|--------------|
| 86 | Radiant Soft Sol, Inc. | 140 | 304 |
| 87 | Global Consultant, Inc. | 158 | 302 |
| 88 | Multivision, Inc. | 232 | 297 |
| 89 | GlobalCynex, Inc. | 294 | 295 |
| 90 | Kanbay, Inc. | 232 | 289 |
| 91 | Ramsoft Systems, Inc | 285 | 286 |
| 92 | ePairs, Inc. | 21 | 285 |
| 93 | RJT Compuquest, Inc. | 72 | 279 |
| 94 | V-Soft Consulting Group, Inc. | 276 | 276 |
| 95 | Valley US, Inc. | 41 | 273 |
| 96 | Diaspark, Inc. | 272 | 273 |
| 97 | NetSoft Technologies Corp., Inc. | 254 | 270 |
| 98 | Makro Technologies, Inc | 88 | 270 |
| 99 | Paradigm Infotech, Inc. | 65 | 264 |
| 100 | Cisco Systems, Inc. | 213 | 264 |

Appendix H — Employers Requesting More than 100 H-1B Computer Programming Workers at Wages Below the Employer-Claimed Prevailing Wage F.Y. 2004

| Employer | Workers Affected |
|---------------------------------------|------------------|
| Accenture, LLP. | 413 |
| Aditi Technologies, Pvt. Ltd. | 163 |
| AlphaSoft Services Corporation | 640 |
| America Online, Inc. | 116 |
| Analog Devices, Inc. | 110 |
| Analysts International Corp. | 281 |
| Beechwood Computing, Ltd. | 190 |
| Caliber Consulting Corporation | 115 |
| Cisco Systems, Inc. | 240 |
| Clopay Corporation | 991 |
| CMC Americas, Inc. | 171 |
| Cognizant Technology Solutions | 2,610 |
| Compunnel Software Group, Inc. | 181 |
| Comsys, LLC. | 406 |
| Convergys Corporation | 490 |
| Countrywide Home Loans, Inc. | 170 |
| Covansys Corporation | 711 |
| DCM Group, Inc. | 311 |
| eBusiness Application Solutions, Inc. | 501 |
| EMC Corporation | 1,187 |
| Enterprise Solutions, Inc. | 555 |
| eTechnogsoft Corporation | 196 |
| eTouch Systems Corp. | 879 |
| Fourth Technologies | 124 |
| Global Consultant, Inc. | 106 |
| GSS America, Inc. | 112 |
| HCL Technologies America, Inc. | 2,916 |
| Hewlett Packard Company | 133 |
| Hexaware Technologies, Inc. | 273 |

| Employer | Workers Affected |
|---------------------------------------|------------------|
| HPS America, Inc. | 5,361 |
| HTC Global Services, Inc. | 398 |
| Hughes Software Systems Limited | 180 |
| IBM | 276 |
| IBM Global Service India, Pvt. Ltd. | 2,850 |
| iGate Mastech, Inc. | 3,220 |
| Infinite Computing Systems, Inc. | 360 |
| Infomerica, Inc. | 199 |
| Infosys Technologies, Ltd. | 2,300 |
| Infotech Software Solutions, Inc. | 460 |
| Intel Corporation | 101 |
| Intelligroup, Inc. | 375 |
| ISR, Info Way, Inc. | 116 |
| JSMN International, Inc. | 124 |
| K-Soft Information Technologies, Inc. | 116 |
| Larsen & Toubro Infotech Limited | 575 |
| Magna Infotech, Ltd. | 590 |
| Magna Systems International, Inc. | 139 |
| MBT International, Inc. | 451 |
| Microsoft | 347 |
| Mphasis Corporation | 3,346 |
| NIIT (USA), Inc. | 392 |
| Ntrust Infotech Private Limited | 124 |
| Nutech Information Systems | 179 |
| ObjectWin Technology, Inc. | 119 |
| Oracle Corporation | 222 |
| Polaris Software Lab (India), Ltd. | 260 |
| Promptcare Health Services | 991 |
| | Continued |

| Employer | Workers Affected |
|----------------------------------------------|------------------|
| Quintegra Solutions Limited | 770 |
| Radiant Soft Sol, Inc. | 222 |
| Ramsoft Systems, Inc. | 249 |
| RamWay Solutions, Inc. | 110 |
| Reddy & Reddy d/b/a Pacific West Corporation | 165 |
| RedSalsa Technologies, Inc. | 187 |
| Satyam Computer Services, Ltd. | 1,000 |
| Savvy System Consultants, Inc. | 135 |
| Scadent Group, Inc. | 395 |
| Semantic Space | 105 |
| Siebel Systems, Inc. | 480 |
| Sify, Ltd. | 102 |
| Silicon Valley Systech, Inc. | 117 |
| Smartsoft International, Inc. | 151 |
| Svam International, Inc. | 106 |
| Synopsys, Inc. | 255 |
| Syntel | 9,002 |
| Systime Computer Corporation | 645 |
| Tata Consultancy Services, Ltd. | 5,200 |
| Technosoft Corporation (MI) | 146 |
| Trinus Corporation | 123 |
| UBICS, Inc. | 1,301 |
| Valley US Inc. | 267 |
| Ved Software Services, Inc. | 345 |
| Venturi Technology Partners | 112 |
| Volt Technical Resources, LLC. | 189 |
| Wipro Limited | 5,321 |
| Zensar Technologies, Inc. | 115 |

Appendix I — History of Legislative Changes to the H-1B Program

1990

- H-1B program created.

1991

- Fashion models became eligible for H-1B visas.

1998

- Temporarily increased the H-1B quota to 115,000 a year (Now expired).
- Allowed academic institutions to pay H-1B workers less than the prevailing wage.
- Created temporary restrictions on a class of employers described as “H-1B Dependent” (Now expired).
- Temporarily increased the fee for an H-1B visa (Now expired and superceded).

2000

Three Separate Laws

- Temporarily increased the H-1B quota to 195,000 a year (now expired).
- Exempted H-1B visas issued to universities and research laboratories from the annual quota.
- Made it easier for H-1B workers to gain permanent residency.
- Temporarily increased the fee for an H-1B visa (Now expired and superceded).
- Corporate restructuring would not require new visas.

2002

- Allowed certain H-1B workers with pending permanent residency applications to remain in the country beyond the six-year H-1B time limit.

2004

- Added 20,000 H-1B visas a year reserved to people with graduate degrees from U.S. institutions.
- Increased the H-1B application fee.
- Made changes to the restrictions that limit the enforcement of the law.
- Required the Department of Labor to make four prevailing wage levels available to employers.