

## Actual Wage Worksheet for H-1B Visas

DATE:

TO: Larry Wilson  
Assistant Vice President, Human Resources Management  
MS: AD 10

FROM:

SUBJECT: Labor Condition Application File for

As of this date, there are \_\_\_\_\_ other  
in \_\_\_\_\_  
The current wage range for this position is from \_\_\_\_\_ to \_\_\_\_\_.

Within this range, individual salaries are is determined based on factors including, but not limited to:

- Professional degrees earned,
- Years of experience in the discipline,
- Any specialized expertise or knowledge,
- The employee's contributions to and recognition in discipline,
- The employee's current responsibility and function, and
- An assessment of the complexity of the employee's current projects.

Salaries of employees may be adjusted on an annual basis, based on job performance and availability of funds.

I am able to provide names and payroll records of similarly employed individuals to the U.S. Department of Labor to verify these statements.

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