

H-1B PETITION
STATEMENT OF ACTUAL WAGE
DETERMINATION

Before an employer may submit an H-1B petition on behalf of an employee, the **U.S. Department of Labor requires that the employer document that the employee will be paid the "actual wage" for his/her position.** The actual wage is defined as the range paid to all individuals in the department with similar experience and qualifications as the prospective H-1B worker for the position. The prospective H-1B employee will be considered to be receiving the actual wage if his or her salary falls within or above the range of wages currently paid to comparable employees in the same department. Where no other such employees exist at the place of employment, the actual wage shall be the wage paid to the H-1B non-immigrant.

H-1B Employee's Name: _____
(Last, First, MI)

Department or Hiring Unit: _____

Position Title of H-1B Employee: _____

Salary offered or current salary: \$ _____

Number of employees in the department with the same title, qualifications, and years of experience: _____

Salary range of all the individuals included in the number above: from \$ _____ to \$ _____

I hereby certify that the salary paid or offered to the above employee reflects the wage level paid to all other individuals with similar experience and qualifications working in this department or unit. If there is a range of wages paid, I am able to explain the reason(s) for this differential in wage rates. If required to do so, I am able to provide documentation that will include the names and payroll records of similarly employed individuals to verify these statements for the U.S. Department of Labor.

Signature of Department Head or Director

Date

Printed Name and Title