

Actual Wage List Information

WHO WOULD ISSO CONTACT FOR QUESTIONS REGARDING INFORMATION IN THIS E-FORM

Last Name * _____

First Name * _____

Phone Number * _____

E-Mail Address * _____

ISU Position * HRC SRS Department Administrative Staff
 Department Chair Position Supervisor Other

If Other, provide ISU Position

INSTRUCTIONS AND EXPLANATIONS

Please complete the information below for the beneficiary named in this request and all workers in your department who are similarly employed to the H-1B applicant. Please do not write the names of the employees whose information is listed as this information must be made available to the public. If you list comparable employees, **please complete ALL fields for that employee.** We did not mark the fields as required since there will be times when there won't be a comparable employee or more than 1, 2, etc. comparable employees.

Why do we need this information?

U.S. Department of Labor regulations require employers to pay each H-1B worker the higher of either:

- a) The prevailing wage for the occupation in the area of employment **OR**
- b) The actual wage for the occupation at the place of employment

ISSO will obtain the prevailing wage from the U.S. Department of Labor, while the actual wage for the position will be determined by the information you provide on this form regarding other similarly-employed workers. If there are no similarly employed workers, please indicate "No Comparable Employees" in the "Job Title" field.

Definitions:

Similarly Employed - "Having substantially comparable jobs in the occupational classification in the area of intended employment [ISU]" If none, then defined as "having jobs requiring a substantially similar level of skills within the area of intended employment [ISU]"

Prevailing Wage - "Takes into consideration the geographic location of the work site, the education and experience required for the position, the nature of the job, supervisory responsibilities, etc."

Actual Wage - "Wage rate paid by the employer to all other individuals with experience and qualifications similar to those of the H-1B nonimmigrant, for the specific employment in question.

Experience and Qualifications - "Experience, qualifications, education, job responsibility and function, specialized knowledge, and other legitimate business factors. "Legitimate business factors," for purposes of this section, means those that it is reasonable to conclude are necessary because they conform to recognized principles or can be demonstrated by accepted rules and standards."

Experience - Calculate as FTE; for example, a half-time assistantship for one academic semester would be 2 months of experience.

EMPLOYEES WITH COMPARABLE POSITIONS

(1) WAGE INFORMATION for applicant named in this request

Department * _____

Job title * _____

Salary * \$ _____

Specialized knowledge _____

Years of directly related experience (include all employers) * _____

Notes

(2) WAGE INFORMATION for similarly employed faculty/staff member

Department _____

Job title _____

Brief job description (2-3 sentences)

Academic field of ISU position _____

How many full-time employees does this position supervise? _____

Salary \$ _____

Years of directly related experience (include all employers) _____

Specialized knowledge, certifications, additional degrees, etc. related to position

Notes

(3) WAGE INFORMATION for similarly employed faculty/staff member

Department _____

Job title _____

Brief job description (2-3 sentences)

Academic field of ISU position _____

How many full-time employees does this position supervise? _____

Salary \$ _____

Years of directly related experience (include all employers) _____

Specialized knowledge, certifications, additional degrees, etc. related to position

Notes

(4) WAGE INFORMATION for similarly employed faculty/staff member

Department _____

Job title _____

Brief job description (2-3 sentences)

Academic field of ISU position _____

How many full-time employees does this position supervise? _____

Salary \$ _____

Years of directly related experience (include all employers) _____

Specialized knowledge, certifications, additional degrees, etc. related to position

Notes

There are additional employees in the department who are similarly employed to the H-1B applicant. *

YES NO

If YES, please complete an additional Actual Wage List Information e-form.

IF UNABLE TO PROVIDE ANY WAGE COMPARISON PLEASE EXPLAIN WHY.

* required fields