Actual Wage Memorandum

Job Title: Senior Software Engineer
Salary: $153,000/year

There are 4 employees employed by Newron Tech Inc in this occupation at the places of employment. The wage for these employees range from $135,000 to $155,000.

Within this range, an employee's salary is determined by taking into consideration various factors, specifically:

1. **Experience**

-job duties with prior employers
-experience in specific tools and technologies
-years of relevant experience

2. **If currently working for our company**

- years working for our company
- performance reviews

3. **Education**

4. **Additional Factors**

- specific job duties performed with Newron Tech Inc
- specialized knowledge

I hereby certify that the salary listed above reflects the higher of the either the actual wage level paid to all other individuals with similar experience, qualifications, job responsibility and specialized knowledge (considering the factors enumerated above) for the specific employment in question or the prevailing wage for the occupation in the area of employment (as determined from the DOL OES OFLC Online Data Center). The employment benefits offered to the H-1B non-immigrant are the same as those offered to U.S workers in similar positions with similar qualifications. If there is more than one wage paid, I am able to explain the reasons for the differential in wage rates. If required to do so I am able to provide documentation which includes the names and payroll records of similarly employed individuals, to the Department of Labor to verify these statements.

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Nagaraja Muppavarapu, Vice President