

MEMORANDUM TO PUBLIC ACCESS FILE

Actual Wage

Mr. Tushar Sashittal will receive a base salary of \$97,677.00 per year. This salary satisfies the prevailing wage offered to 15-1132, Software Developers, Applications, in the Roseville, CA area.

Mr. Sashittal will hold the position of "Senior Application Development Engineer". The salary paid by Unisys Corporation for this position in the Roseville, CA area is \$97,677.00 plus standard benefits. Actual wage figures depend upon a number of factors including level of education, years of experience in the field, degree of independent responsibility, the nature of the duties involved, the nature of the area worked in, and job performance.

Prevailing Wage

In determining the prevailing wage for Mr. Sashittal for the position of Senior Application Development Engineer, we considered the level of responsibilities, education in the field, and prior experience in the field.

Name of Survey:	Department of Labor Online Wage Library
Date Published:	2020
OES/SOC Classification:	15-1132, Software Developers, Applications
Prevailing Level [2] Wage:	\$97,677 / year in Roseville, CA.

Copies of the relevant survey listings from the Department of Labor Online Wage Library are included in the Public Access File.

A summary of our benefits offered to all employees can be found in the master Public Access File. In addition, the 'covering pages' of the Labor Condition Application can also be found in the master Public Access File.

NOTICE OF FILING

This notice is being posted pursuant to 20 C.F.R. 655.734
in connection with the filing for a certification from the
US Department of Labor to sponsor one H-1B non-immigrant.

EMPLOYER: Unisys Corporation

**OCCUPATIONAL
CLASSIFICATION:** 15-1132, Software Developers, Applications

WAGES OFFERED: \$97,677.00

PERIOD OF EMPLOYMENT: 02/03/2021 to 02/02/2024

LOCATION(S): 701 Gibson Drive, Apt. 1411, Roseville, CA, 95678.

**DOCUMENTATION
MAINTAINED FOR
PUBLIC INSPECTION:** The Labor Condition Application ("LCA") is available for public inspection
at our corporate headquarters in Blue Bell, PA.

Complaints alleging misrepresentation of material facts in the Labor Condition Application and/or failure to
comply with the terms of the Labor Condition Application may be filed with any office of the Wage and
Hour Division of the United States Department of Labor.

CERTIFICATION OF POSTING:

I certify that this notice was posted at **TWO** conspicuous locations at each place of employment
where the H-1B non-immigrant worker will be employed, for 10 consecutive business days from
_____ to _____.
(mm/dd/yyyy) (mm/dd/yyyy)

Name

Signature

Date

Foreign Labor Certification Data Center Online Wage Library

www.flcdatacenter.com



Wage Library

Quick Search
Search Wizard

Case Disclosure Data Archive

H1B Data
H2A Data
H2B Data
Perm Data

Also available:
File Archive

Skill Level
Explanation

SVP Explanation

FLC Wage Data
updated
July 1, 2020

Job Zones updated
July 1, 2020
See change
history

Technical Support
& Help FAQ page.

FLC Wage Results [New Quick Search](#) [New Search Wizard](#)

You selected the All Industries database for 7/2020 - 6/2021.

Your search returned the following: [Print Format](#)

Area Code: 40900
Area Title: Sacramento--Roseville--Arden-Arcade, CA
OES/SOC Code: 15-1132
OES/SOC Title: Software Developers, Applications
GeoLevel: 1
Level 1 Wage: \$36.69 hour - \$76,315 year
Level 2 Wage: \$46.96 hour - \$97,677 year
Level 3 Wage: \$57.22 hour - \$119,018 year
Level 4 Wage: \$67.49 hour - \$140,379 year
Mean Wage (H-2B): \$57.22 hour - \$119,018 year

This wage applies to the following O*Net occupations:

15-1132.00 Software Developers, Applications

Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers.

[O*Net™ JobZone: 4](#)

[Education & Training Code: No Level Set](#)

For information on determining the proper occupation and wage level see the new Prevailing Wage Guidance on the [Skill Level page](#).

The prevailing wage must be at, or above the federal or state or local minimum wage, whichever is higher. The federal minimum wage is \$7.25/hr effective July 24, 2009.

The Foreign Labor Certification Data Center is developed and maintained by the [State of Utah](#) under contract with the [US Department of Labor, Office of Foreign Labor Certification](#).



O*NET OnLine

Summary Report for: 15-1132.00 - Software Developers, Applications

Updated 2020



Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers.

Sample of reported job titles: Application Developer, Application Integration Engineer, Applications Developer, Computer Consultant, Information Technology Analyst (IT Analyst), Software Architect, Software Developer, Software Development Engineer, Software Engineer, Technical Consultant

View report:

Summary

[Details](#)[Custom](#)

[Tasks](#) | [Technology Skills](#) | [Tools Used](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Detailed Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Credentials](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Related Occupations](#) | [Wages & Employment](#) | [Job Openings](#) | [Additional Information](#)

Tasks

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- ⊕ Modify existing software to correct errors, allow it to adapt to new hardware, or to improve its performance.
- ⊕ Analyze user needs and software requirements to determine feasibility of design within time and cost constraints.
- ⊕ Confer with systems analysts, engineers, programmers and others to design system and to obtain information on project limitations and capabilities, performance requirements and interfaces.
- ⊕ Store, retrieve, and manipulate data for analysis of system capabilities and requirements.
- ⊕ Design, develop and modify software systems, using scientific analysis and mathematical models to predict and measure outcome and consequences of design.

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Technology Skills

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- ⊕ **Data base management system software** — Apache Cassandra 🔥; MongoDB 🔥; Oracle PL/SQL 🔥; Teradata Database 🔥
- ⊕ **Development environment software** — Advanced business application programming ABAP 🔥; Apache Ant 🔥; Microsoft Visual Basic Scripting Edition VBScript 🔥; National Instruments LabVIEW 🔥
- ⊕ **Object or component oriented development software** — C++ 🔥; Oracle Java 🔥; Practical extraction and reporting language Perl 🔥; Python 🔥
- ⊕ **Program testing software** — Hewlett Packard LoadRunner; IBM Rational PurifyPlus; JUnit 🔥; Selenium 🔥
- ⊕ **Web platform development software** — AJAX 🔥; Google AngularJS 🔥; Hypertext markup language HTML 🔥; Microsoft ASP.NET Core MVC 🔥

🔥 Hot Technology — a technology requirement frequently included in employer job postings.

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Knowledge

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- ⊕ **Computers and Electronics** — Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- ⊕ **Engineering and Technology** — Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- ⊕ **English Language** — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- ⊕ **Mathematics** — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- ⊕ **Design** — Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.

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Skills

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- ⊕ **Programming** — Writing computer programs for various purposes.
- ⊕ **Systems Analysis** — Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.
- ⊕ **Systems Evaluation** — Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.
- ⊕ **Judgment and Decision Making** — Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- ⊕ **Complex Problem Solving** — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

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Abilities

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- ⊕ **Deductive Reasoning** — The ability to apply general rules to specific problems to produce answers that make sense.
- ⊕ **Inductive Reasoning** — The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
- ⊕ **Problem Sensitivity** — The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- ⊕ **Information Ordering** — The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
- ⊕ **Near Vision** — The ability to see details at close range (within a few feet of the observer).

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Work Activities

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- ⊕ **Interacting With Computers** — Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information.
- ⊕ **Making Decisions and Solving Problems** — Analyzing information and evaluating results to choose the best solution and solve problems.

- ⊕ **Updating and Using Relevant Knowledge** — Keeping up-to-date technically and applying new knowledge to your job.
- ⊕ **Communicating with Supervisors, Peers, or Subordinates** — Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- ⊕ **Getting Information** — Observing, receiving, and otherwise obtaining information from all relevant sources.

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Detailed Work Activities

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- ⊕ Modify software programs to improve performance.
- ⊕ Analyze project data to determine specifications or requirements.
- ⊕ Collaborate with others to determine design specifications or details.
- ⊕ Apply mathematical principles or statistical approaches to solve problems in scientific or applied fields.
- ⊕ Assess database performance.

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Work Context

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- ⊕ **Electronic Mail** — 100% responded “Every day.”
- ⊕ **Spend Time Sitting** — 99% responded “Continually or almost continually.”
- ⊕ **Face-to-Face Discussions** — 87% responded “Every day.”
- ⊕ **Work With Work Group or Team** — 82% responded “Extremely important.”
- ⊕ **Importance of Being Exact or Accurate** — 51% responded “Extremely important.”

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Job Zone

Title Job Zone Four: Considerable Preparation Needed

Education Most of these occupations require a four-year bachelor's degree, but some do not.

Related Experience A considerable amount of work-related skill, knowledge, or experience is needed for these occupations. For example, an accountant must complete four years of college and work for several years in accounting to be considered qualified.

Job Training Employees in these occupations usually need several years of work-related experience, on-the-job training, and/or vocational training.

Job Zone Examples Many of these occupations involve coordinating, supervising, managing, or training others. Examples include real estate brokers, sales managers, database administrators, graphic designers, chemists, art directors, and cost estimators.

SVP Range (7.0 to < 8.0)

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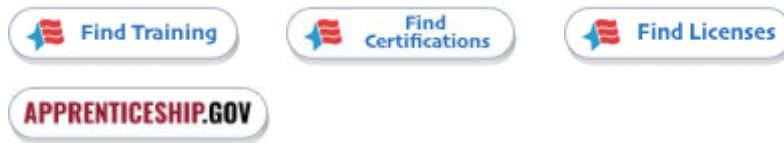
Education

Percentage of Respondents	Education Level Required
80 	Bachelor's degree
16 	Master's degree

3  Associate's degree

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Credentials



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Interests

 All 3 displayed

Interest code: **IRC** Want to discover your interests? Take the [O*NET Interest Profiler](#) at My Next Move.

- ⊕ **Investigative** — Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.
- ⊕ **Realistic** — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.
- ⊕ **Conventional** — Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.

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Work Styles

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- ⊕ **Analytical Thinking** — Job requires analyzing information and using logic to address work-related issues and problems.
- ⊕ **Attention to Detail** — Job requires being careful about detail and thorough in completing work tasks.
- ⊕ **Innovation** — Job requires creativity and alternative thinking to develop new ideas for and answers to work-related problems.
- ⊕ **Integrity** — Job requires being honest and ethical.
- ⊕ **Achievement/Effort** — Job requires establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks.

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Work Values

 All 3 displayed

- ⊕ **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- ⊕ **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.
- ⊕ **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

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Related Occupations



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- 15-1121.00 [Computer Systems Analysts](#)  **Bright Outlook**
- 15-1131.00 [Computer Programmers](#)
- 15-1133.00 [Software Developers, Systems Software](#)  **Green**
- 15-1141.00 [Database Administrators](#) 
- 15-1199.01 [Software Quality Assurance Engineers and Testers](#) 

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Wages & Employment Trends

Median wage data for **Software Developers and Software Quality Assurance Analysts and Testers**.**Median wages (2019)** \$51.69 hourly, \$107,510 annual**State wages** **Local wages** ZIP Code: **Employment (2018)** 944,200 employees**Projected growth (2018-2028)**  Much faster than average (11% or higher)**Projected job openings (2018-2028)** 99,200**State trends** **Top industries (2018)** [Professional, Scientific, and Technical Services Information](#)

Source: Bureau of Labor Statistics [2019 wage data](#)  and [2018-2028 employment projections](#) . "Projected growth" represents the estimated change in total employment over the projections period (2018-2028). "Projected job openings" represent openings due to growth and replacement.

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Job Openings on the Web






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Sources of Additional Information

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Disclaimer: Sources are listed to provide additional information on related jobs, specialties, and/or industries. Links to non-DOL Internet sites are provided for your convenience and do not constitute an endorsement.

- [Association for Computing Machinery](#) 
- [Center of Excellence for Information and Computing Technology](#) 
- [CompTIA](#) 
- [CompTIA Association of IT Professionals](#) 

- [IEEE](#) 
- [IEEE Computer Society](#) 
- [Institute for Certification of Computing Professionals](#) 
- [Occupational Outlook Handbook: Software developers](#) 
- [Project Management Institute](#) 

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