

LABOR CONDITION APPLICATION POSTING VERIFICATION

COMPANY: **BIRLASOFT INC. USA**

POSITION: **SOFTWARE ARCHITECT**

ADDRESS OF WORK SITE: **Milwaukee, WI**

DATES: POSTED: FROM: **07/12/2010** TO: **07/26/2010**

LOCATION OF POSTING AT WORK SITE:

1. **507 E Michigan Street, Milwaukee, WI 53202**

WAGE DETERMINATION STATEMENT

OFFERED SALARY OF THIS POSITION IS BASED ON A COMBINATION OF FACTORS SUCH AS THE FOLLOWING ILLUSTRATIVE (BUT NOT EXHAUSTIVE) FACTORS, AS PER COMPANY POLICIES PREVAILING FROM TIME TO TIME:

1. MARKET RATE IN THE INDUSTRY
2. SKILLS SET OF THE CANDIDATE
3. QUALIFICATIONS OF THE CANDIDATE
4. CURRENT COMPANY AND COMPENSATION OF THE CANDIDATE
5. COMPENSATION EXPECTATIONS OF THE CANDIDATE
6. COMPANY'S COMPENSATION POLICIES AND GUIDELINES

**NOTICE OF FILING OF
A LABOR CONDITION APPLICATION
WITH THE EMPLOYMENT AND TRAINING ADMINISTRATION, U.S. DOL**

H-1B NON-IMMIGRANT WORKERS ARE BEING SOUGHT BY BIRLASOFT INC. USA THROUGH THE FILING OF LABOR CONDITION APPLICATION ETA9035E WITH THE EMPLOYMENT AND TRAINING ADMINISTRATION OF THE UNITED STATES DEPARTMENT OF LABOR. ONE SUCH WORKER IS BEING SOUGHT. THIS WORKER IS BEING SOUGHT WITH EXPERTISE IN **ORACLE FUSION MIDDLEWARE 10G (ORACLE APPLICATION SERVER / SOA SUITE/ BPA/ BAM) ADMINISTRATION** AT MINIMUM WAGES UPTO US\$ 110,000 PER YEAR ARE BEING OFFERED TO THIS WORKER. THE INTENDED PERIOD OF EMPLOYMENT FOR WHICH THIS WORKER IS SOUGHT IS FROM 07/30/2010 TO 07/30/2013. THE EMPLOYMENT WILL OCCUR AT **Milwaukee, WI**

Handwritten signature and date: 7/12/2010

COMPLAINTS ALLEGING MISREPRESENTATIONS OF MATERIAL FACTS IN THE LABOR CONDITION APPLICATIONS 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.

COMPLAINTS ALLEGING FAILURE TO OFFER EMPLOYMENT TO AN EQUALLY OR BETTER QUALIFIED U.S. WORKER, OR AN EMPLOYER'S MISREPRESENTATION REGARDING SUCH OFFER(S) OF EMPLOYMENT, MAY BE FILED WITH THE DEPARTMENT OF JUSTICE, 10TH STREET & CONSTITUTION AVENUE, NW., WASHINGTON, DC 20530.

WAGE DETERMINATION STATEMENT

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7. MARKET RATE IN THE INDUSTRY
8. SKILLS SET OF THE CANDIDATE
9. QUALIFICATIONS OF THE CANDIDATE
10. CURRENT COMPANY AND COMPENSATION OF THE CANDIDATE
11. COMPENSATION EXPECTATIONS OF THE CANDIDATE
12. COMPANY'S COMPENSATION POLICIES AND GUIDELINES