

# Idaho State University

Office of Equity and Inclusion

## Actual Wage Work Sheet

**Job Title:** \_\_\_\_\_

**Number of Employees Filling this Job:** \_\_\_\_\_

**Salary Range of These Employees:** \_\_\_\_\_

**Department:** \_\_\_\_\_

In order to meet the legal requirements for the salary which must be paid for an employee in H-1B Status, we obtain a "prevailing wage" from the Department of Labor. This prevailing wage may not be the "actual wage" for the position. The "actual wage" is the salary that is paid by the institution for incumbents in similar positions. If the "actual wage" is higher than the "prevailing wage", then you must check the factors from the list below which were used to arrive at the salary being paid to the H-1B employee. If the prevailing wage is higher than the actual wage being paid, then no determination is required.

### Education

<b>Degree Level:</b>
<b>Grade Point Average:</b>
<b>Class Rank:</b>
<b>Reputation of School:</b>
<b>Academic Honors:</b>
<b>Specific Related Courses:</b>
<b>Relevant Thesis or Research:</b>
<b>Other (specify):</b>

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## Work Experience

<b>Number of Years:</b>
<b>Type:</b>
<b>Degree of involvement:</b>
<b>Other (specify):</b>

## Qualifications

<b>Particular Skills:</b>
<b>Training:</b>
<b>Other (specify):</b>

## Job Duties and Responsibility

<b>Supervisory Duties:</b>
<b>Exercise of Discretion:</b>
<b>Decision-Making Ability:</b>
<b>Other (specify):</b>

## Specialized Knowledge

<b>Knowledge of particular field:</b>
<b>Other (specify):</b>

## Additional Legitimate 'Business Factors

<b>Specify in any:</b>
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