

I recommend that the following person be appointed/reappointed (select one):

Position Title at CWRU:

Non-technical description of duties:

\_\_\_\_\_ % Time devoted to teaching

\_\_\_\_\_ % Time devoted to research

\_\_\_\_\_ % Time devoted to incidental care

\_\_\_\_\_ % Other (please specify)

Field of Education required: \_\_\_\_\_

Minimum experience required: \_\_\_\_\_ (years) performing \_\_\_\_\_

Appointment dates from (M/D/Y) \_\_\_\_\_ to (M/D/Y) \_\_\_\_\_

| Salary: \$ | per HR/MO/YR | Source: | Will work | % of time |
|------------|--------------|---------|-----------|-----------|
|------------|--------------|---------|-----------|-----------|

Approved: \_\_\_\_\_ signature : \$51,1\* 3HWLWLRQV ZLOO QRW EH ILOH  
6HUYLEFHV  
\$GGHQGXP ,V UHTXLUHG IRU DOO + % SHWLWLRQV DW  
\$GGHQGXP 0XVW EH FRPSOHWHG E\ HPSOR\HH EHQHILFI  
DSSRLQWPHQW H[WHQVLRQV DQG FKDQJH RI QRQLPPLJUDQW V  
3DJH WLWOHG 3XEOLF &KDUJH 5XOH 4XHVWLROQDLUHB\$GGHQ



Job Title:

Date:

Reviewer:

| Indicator                                                                       | Job Offer Requirements | O*Net Usual Requirements | Comments | Wage Level Result |
|---------------------------------------------------------------------------------|------------------------|--------------------------|----------|-------------------|
| Step 1. Requirements                                                            | 0                      |                          |          | 1                 |
| Step 2. Experience                                                              |                        |                          |          |                   |
| Step 3. Education                                                               |                        |                          |          |                   |
| Step 4.<br>Special Skills,<br>Knowledge, Work<br>Activities, or Tasks?<br>(Y/N) |                        |                          |          |                   |
| Step 5.<br>Licensure/Certification<br>Requires? (Y/N)                           |                        |                          |          |                   |
| Step 6.<br>Supervisory duties?<br>(Y/N)                                         |                        |                          |          |                   |
|                                                                                 |                        |                          | Sum:     |                   |

You selected the ACWIA - Education Industry database for 7/2019 - 6/2020.

Area Code: 17460

Area Title: Cleveland - Elyria, OH

OES/ SOC Code:

OES/ SOC Title:

GeoL

MEMORANDUM

TO: Labor Condition Application File (PAF)

FROM: \_\_\_\_\_

RE: Prevailing and Actual Wage Memorandum for the position of: \_\_\_\_\_

The following summarizes compliance with the actual and prevailing wage requirements for the H position of \_\_\_\_\_ with Case Western Reserve University (CWRU) in the department of \_\_\_\_\_ in Cleveland, Ohio. This memorandum is solely for the purposes of compliance with the U.S. Department of Labor requirements in connection with the Labor Condition Application of CWRU to be filed in support of its proposed HB employment.

The OES Wage Survey meets the Department of Labor's criteria of a "legitimate prevailing wage source" for the following reasons:

- (1) It is published by the Department of Labor within the 24th period immediately preceding the (prospective) filing of the Form 9035 Labor Condition Application;
- (2) It reflects the average wage paid to workers similarly employed in the area of employment;
- (3) It is based on recently collected data, specifically, data collected within the 24th period immediately preceding the data of the survey's publication;
- (4) It is the latest published prevailing wage findings by the OES Online Wage Library for the occupation in the area of intended employment.

Based on the above analysis, the prevailing wage for this position is \$\_\_\_\_\_. Since this foreign national will be compensated at a rate of at least \$\_\_\_\_\_ per \_\_\_\_\_ the actual wage \_\_\_\_\_ the prevailing wage. A copy of the pertinent materials from the OES Online Wage Library is attached.

#### NOT H-1B DEPENDENT:

The University is not an H-1B dependent employer. Far less than 15% of the University's workforce is comprised of H-1B employees.

#### WORKING CONDITIONS & BENEFITS:

Neither the working conditions nor the benefits of the University are affected by the employment of this H-1B employee. The H-1B employee will work normal business hours and has been offered the same benefit package as the University's other employees.

#### CONCLUSION:

Based upon the foregoing, since the actual wage exceeds the prevailing wage, CWRU has complied in good faith with the Department of Labor's requirement that it pay the worker at least the prevailing wage; or, the greater of the prevailing wage or actual wage for the position.