



THE UNIVERSITY OF MISSISSIPPI
MEDICAL CENTER

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COMPARISON FOR H-1B ACTUAL WAGE DETERMINATION - EXAMPLE											
Department:		Department A									
Position Title:		Postdoctoral Fellow I									
Date of Comparison:		10/26/2009									
Actual Wage Range:		N/A									
FACTORS RESULTING IN HIGHER SALARY FOR "COMPARABLE" EMPLOYEES (IF APPLICABLE)											
Employee #	Salary	Yrs Exp	Degree	Comparable?	Exp	Educ	Job Resp	Special Skills/knowledge	Publications	Other Legitimate Business Factors	Specific Reason(s) for Higher Salary
76543	\$35,000	1	Ph.D.								
79321	\$35,000	2	Ph.D.	Yes							
81914	\$37,000	3	Ph.D.	No							
84253	\$38,500	3	M.D./Ph.D.	No							
92816	\$40,000	5	Ph.D.	No							
80789	\$42,500	7	Ph.D.	No							

