

**MEMORANDUM TO PUBLIC ACCESS FILE**

**Actual Wage**

Mr. Anirudh SURESHAN will receive a base salary of \$142,130.00 per year. This salary satisfies the prevailing wage offered to 15-1133, Software Developers, Systems Software, in the Santa Clara, CA area.

Mr. Sureshan will hold the position of "Senior Software Engineer". The salary paid by Teradata Operations, Inc. for this position in the Santa Clara, CA area is \$142,130.00 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. Sureshan for the position of Senior Software Engineer, we considered the level of responsibilities, education in the field, and prior experience in the field.

<b>Name of Survey:</b>	<b>Department of Labor Online Wage Library</b>
<b>Date Published:</b>	<b>2019</b>
<b>OES/SOC Classification:</b>	<b>15-1133, Software Developers, Systems Software</b>
<b>Prevailing Level [2] Wage:</b>	<b>\$122,408 / year in Santa Clara, CA.</b>

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:** Teradata Operations, Inc.

**OCCUPATIONAL  
CLASSIFICATION:** 15-1133, Software Developers, Systems Software

**WAGES OFFERED:** \$142,130.00

**PERIOD OF EMPLOYMENT:** 7-12-2020 to 7-11-2023

**LOCATION(S):** 2055 Laurelwood Rd, Santa Clara, CA, 95054

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

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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)

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**Name**

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**Signature**

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**Date**



**Wage Library**  
Quick Search  
Search Wizard

**FLC Wage Results** [New Quick Search](#) [New 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, 2019

Job Zones updated  
September 30,  
2019  
See change  
history

Technical Support  
& Help FAQ page.

You selected the All Industries database for 7/2019 - 6/2020.

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

**Area Code:** [41940](#)  
**Area Title:** San Jose-Sunnyvale-Santa Clara, CA  
**OES/SOC Code:** 15-1133  
**OES/SOC Title:** Software Developers, Systems Software  
**GeoLevel:** 1  
**Level 1 Wage:** \$46.78 hour - \$97,302 year  
**Level 2 Wage:** \$58.85 hour - \$122,408 year  
**Level 3 Wage:** \$70.93 hour - \$147,534 year  
**Level 4 Wage:** \$83.00 hour - \$172,640 year  
**Mean Wage (H-2B):** \$70.92 hour - \$147,514 year

This wage applies to the following O\*Net occupations:

**[15-1133.00 Software Developers, Systems Software](#)**

Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. May design embedded systems software. Apply principles and techniques of computer science, engineering, and mathematical analysis.

[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.



# O\*NET OnLine

## Summary Report for: 15-1133.00 - Software Developers, Systems Software

Updated 2019



Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. May design embedded systems software. Apply principles and techniques of computer science, engineering, and mathematical analysis.

**Sample of reported job titles:** Developer, Infrastructure Engineer, Network Engineer, Publishing Systems Analyst, Senior Software Engineer, Software Architect, Software Developer, Software Engineer, Systems Coordinator, Systems Engineer

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, to adapt it to new hardware, or to upgrade interfaces and improve performance.
- Develop or direct software system testing or validation procedures.
- Direct software programming and development of documentation.
- Consult with customers or other departments on project status, proposals, or technical issues, such as software system design or maintenance.
- Analyze information to determine, recommend, and plan installation of a new system or modification of an existing system.

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### Technology Skills

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- Development environment software** — Apache Maven; Eclipse IDE ; Microsoft Visual Basic Scripting Edition VBScript ; Ruby
- Object or component oriented development software** — C++ ; jQuery ; Microsoft ActiveX; Python
- Operating system software** — Linux ; Oracle Solaris ; Shell script ; Ubuntu
- Program testing software** — Defect tracking software; Fault testing software; Hewlett Packard LoadRunner; System testing software
- Web platform development software** — Apache Tomcat ; JavaScript ; Microsoft ASP.NET ; PHP: Hypertext Preprocessor

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.
- ⊕ **Mathematics** — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- ⊕ **Telecommunications** — Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
- ⊕ **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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- ⊕ **Reading Comprehension** — Understanding written sentences and paragraphs in work related documents.
- ⊕ **Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- ⊕ **Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- ⊕ **Complex Problem Solving** — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
- ⊕ **Speaking** — Talking to others to convey information effectively.

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## Abilities

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- ⊕ **Oral Comprehension** — The ability to listen to and understand information and ideas presented through spoken words and sentences.
- ⊕ **Written Comprehension** — The ability to read and understand information and ideas presented in writing.
- ⊕ **Oral Expression** — The ability to communicate information and ideas in speaking so others will understand.
- ⊕ **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).

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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.
- ⊕ **Thinking Creatively** — Developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions.
- ⊕ **Updating and Using Relevant Knowledge** — Keeping up-to-date technically and applying new knowledge to your job.
- ⊕ **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.
- ⊕ Monitor computer system performance to ensure proper operation.
- ⊕ Manage information technology projects or system activities.
- ⊕ Develop testing routines or procedures.
- ⊕ Provide technical support for software maintenance or use.

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## Work Context

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- ⊕ **Electronic Mail** — 93% responded “Every day.”
- ⊕ **Indoors, Environmentally Controlled** — 96% responded “Every day.”
- ⊕ **Spend Time Sitting** — 85% responded “Continually or almost continually.”
- ⊕ **Face-to-Face Discussions** — 65% responded “Every day.”
- ⊕ **Work With Work Group or Team** — 62% 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)

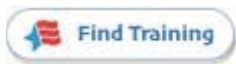
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## Education

Percentage of Respondents	Education Level Required
77 	Bachelor's degree
17 	Master's degree
4 	Associate's degree

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## Credentials



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## Interests

All 3 displayed

Interest code: **ICR** 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.
- +** **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.
- +** **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.

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## Work Styles

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- +** **Attention to Detail** — Job requires being careful about detail and thorough in completing work tasks.
- +** **Analytical Thinking** — Job requires analyzing information and using logic to address work-related issues and problems.
- +** **Dependability** — Job requires being reliable, responsible, and dependable, and fulfilling obligations.
- +** **Initiative** — Job requires a willingness to take on responsibilities and challenges.
- +** **Adaptability/Flexibility** — Job requires being open to change (positive or negative) and to considerable variety in the workplace.

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## Work Values

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**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.

- ⊕ **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.

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## Related Occupations

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- 15-1121.00 [Computer Systems Analysts](#)  **Bright Outlook**
- 15-1132.00 [Software Developers, Applications](#) 
- 15-1141.00 [Database Administrators](#) 
- 15-1199.01 [Software Quality Assurance Engineers and Testers](#) 
- 15-1199.02 [Computer Systems Engineers/Architects](#) 

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## Wages & Employment Trends

**Median wages (2018)** \$52.89 hourly, \$110,000 annual

**State wages**



**Employment (2018)** 421,000 employees


**Projected growth (2018-2028)**  Faster than average (7% to 10%)

**Projected job openings (2018-2028)** 35,400

**State trends**



**Top industries (2018)** [Professional, Scientific, and Technical Services](#)  
[Manufacturing](#)

Source: Bureau of Labor Statistics [2018 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



 All 6 displayed

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

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