# Labor Condition Application for Nonimmigrant Workers Form ETA-9035 & 9035E



# U.S. Department of Labor

Please read and review the filing instructions carefully before completing the Form ETA- 9035 or 9035E. A copy of the instructions can be found at <a href="http://www.foreignlaborcert.doleta.gov/">http://www.foreignlaborcert.doleta.gov/</a>. In accordance with Federal Regulations at 20 CFR 655.730(b), incomplete or obviously inaccurate Labor Condition Applications (LCAs) will not be certified by the Department of Labor (DOL). For all submissions, both electronic (Form ETA- 9035E) or paper (Form ETA- Form 9035 where the employer has notified DOL that it will submit this form non-electronically due to a disability or received permission from DOL to file non-electronically due to lack of Internet access), <a href="https://www.foreignlaborcert.doleta.gov/">https://www.foreignlaborcert.doleta.gov/</a>. In accordance with Federal Regulations at 20 CFR 655.730(b), incomplete or obviously inaccurate Labor Condition Applications (LCAs) will not be certified by the Department of Labor (DOL). For all submissions, both electronic (Form ETA- 9035E) or paper (Form ETA- Form 9035 where the employer has notified DOL that it will submit this form non-electronically due to a disability or received permission from DOL to file non-electronically due to lack of Internet access), <a href="https://www.foreignlaborcert.dolean.gov/">https://www.foreignlaborcert.dolean.gov/</a>. In accordance with Federal Regulations at 20 CFR 655.730(b), incomplete or obviously inaccurate Labor Condition Applications (Form ETA- 9035E) or paper (Form ETA- Form 9035 where the employer has notified DOL that it will submit this form non-electronically due to a disability or received permission from DOL to file non-electronically due to lack of Internet access), according to the form of the form of

A. Employment-Based Nonimmigrant Vis	sa Information				
Indicate the type of visa classification sets	upported by this applicati	ion (Write classifica	tion symbol	<i>(</i> ): *	H-1B
B. Temporary Need Information					
Job Title * Software Developer					
2. SOC (ONET/OES) code * 15-1252.00	3. SOC (ONET/OES) of Software Developers				
4. Is this a full-time position? *		Period of Int		•	
☑ Yes ☐ No	5. Begin Date * 8/22/2		(1111	nd Date * 8/2 m/dd/yyyy)	21/2025
7. Worker positions needed/basis for the v	risa classification support	ted by this applica	ation		
1 Total Worker Positions Be Basis for the visa classification supporte (indicate total workers in each applicable care	ed by this application	ification *			
0 a. New employment *		0 0	d. New cor	ncurrent emp	oloyment *
b. Continuation of previously without change with the s		1 6	e. Change	in employer	. *
c. Change in previously app	roved employment *	0 f	. Amende	d petition *	
C. Employer Information					
Legal business name * HTC GLOBAL SERVICES INC.					
2. Trade name/Doing Business As (DBA),	if applicable				
3. Address 1 * 3270 WEST BIG BEAVER ROAD					
4. Address 2					
5. City * TROY		6. State * Michigan		7. Postal c 48084	ode *
8. Country * United States Of America		9. Province			
10. Telephone number * +1 (248) 786-2500		11. Extension			
12. Federal Employer Identification Number	er (FEIN from IRS) *	13. NAICS cod	le (must be	at least 4-dig	its) *
38-3056583		541511			

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D.	Employ	ver Point	of Co	ntact I	nformat	tion
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<u>Important Note</u>: The information contained in this Section must be that of an employee of the employer who is authorized to act on behalf of the employer in labor certification matters. The information in this Section <u>must be different</u> from the agent or attorney information listed in Section E, unless the attorney is an employee of the employer.

Contact's last (family) name *	2. First (given) r	name *	3. Middle	name(s)	
SUBRAMANIAN	SURESH				
Contact's job title * VICE PRESIDENT					
5. Address 1 * 3270 WEST BIG BEAVER ROAD					
6. Address 2					
7. City * TROY		8. State * Michigan	9. Postal 48084	code *	
10. Country * United States Of America		11. Province			
12. Telephone number *	13. Extension	14. E-Mail address			
+1 (248) 786-2500	109	IMMIGRATION@H	TCINC.CO	DM	
E. Attorney or Agent Information (If applicable	)				
<u>Important Note</u> : The employer authorizes the attorner filing of this application.	ey or agent identified	I in this section to act on i	is behalf in co	onnection with the	)
1. Is the employer represented by an attorney or If "Yes," complete the remainder of Section E		of this application? *		☐ Yes	<b>☑</b> No
2. Attorney or Agent's last (family) name §	3. First (given) na	ame §	4. Middle r	name(s)	

<ol> <li>Is the employer represented by an attorney or agent in the filing of this application? *         If "Yes," complete the remainder of Section E below.</li> </ol>					☐ Yes	<b>☑</b> No
2. Attorney or Agent's last (family) name §	3. First (given)	name §	4.	Middle	name(s)	
5. Address 1 §	'		,			
6. Address 2						
7. City §		8. State	<b>9</b> §	9. Pos	stal code §	
10. Country §		11. Pro	vince			
12. Telephone number § 1	3. Extension	14. E-N	lail address			
15. Law firm/Business name §			16. Law firm/B	usiness	FEIN §	
17. State Bar number (only if attorney) §			ate of highest cong (only if attorney		re attorney is in	good
19. Name of the highest State court where a	ttorney is in good sta	anding (only	if attorney) §			

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#### F. Employment and Wage Information

Important Note: The employer must define the intended place(s) of employment with as much geographic specificity as possible. Each intended place(s) of employment listed below must be the worksite or physical location where the work will actually be performed and cannot be a P.O. Box. The employer must identify all intended places of employment, including those of short duration, on the LCA. 20 CFR 655.730(c)(5). If the employer is submitting this form non-electronically and the work is expected to be performed in more than one location, an attachment must be submitted in order to complete this section. An employer has the option to use either a single Form ETA-9035/9035E or multiple forms to disclose all intended places of employment. If the employer has more than ten (10) intended places of employment at the time of filing this application, the employer must file as many additional LCAs as are necessary to list all intended places of employment. See the form instructions for further information about identifying all intended places of employment.

#### a. Place of Employment Information 1

	nter the estimated number of workers that will perform work at the LCA.*	under 1		
	dicate whether the worker(s) subject to this LCA will be placed vace of employment. *	with a secondary entity at	this	
3. If	"Yes" to question 2, provide the legal business name of the second	ondary entity. §		
Amer	rican Family Mutual Insurance Company			
	ddress 1 * American Parkway			
5. Ad	ddress 2			
6. Ci		7. County *		
Madi	tate/District/Territory *	Dane  9. Postal code *		
	Consin	53783		
10. V	10. Wage Rate Paid to Nonimmigrant Workers * 10a. Per: (Choose only one)*			
From	n*\$94016 . <u>00</u> To: \$140000 . <u>00</u>	☐ Hour ☐ Week ☐	Bi-Weekly □ Month ☑ Year	
11. F	Prevailing Wage Rate *	11a. Per: (Choose only	/ one)*	
	\$ <u>81245</u> . <u>00</u>	☐ Hour ☐ Week ☐	Bi-Weekly ☐ Month ☑ Year	
Ques	stions 12-14. Identify the source used for the prevailing wag	ge (PW) (check and fully	complete only one): *	
12.	A Prevailing Wage Determination (PWD) issued by the De	partment of Labor	a. PWD tracking number §	
13.	A PW obtained independently from the Occupational Emp	loyment Statistics (OE	. •	
ت	a. Wage Level (check one): §		b. Source Year §	
			7/1/2022 - 6/30/2023	
14.	A PW obtained using another legitimate source (other tha	n OES) or an independe	ent authoritative source	
ш	a. Source Type (check one): §		b. Source Year §	
	☐ CBA ☐ DBA ☐ SCA ☐ Other/ PW Survey			
	c. If responded "Other/ PW Survey" in question 14.a, enter the	e name of the survey pro	ducer or publisher §	
	d. If responded "Other/ PW Survey" in question 14.a, enter th	e title or name of the PW	survey §	

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# G. Employer Labor Condition Statements

Important Note: In order for your application to be processed, you MUST read Section G of the Form ETA-9035CP - General Instructions for the 9035 & 9035E under the heading "Employer Labor Condition Statements" and agree to all four (4) labor condition statements summarized below:

- (1) Wages: The employer shall pay nonimmigrant workers at least the prevailing wage or the employer's actual wage, whichever is higher, and pay for non-productive time. The employer shall offer nonimmigrant workers benefits and eligibility for benefits provided as compensation for services on the same basis as the employer offers to U.S. workers. The employer shall not make deductions to recoup a business expense(s) of the employer including attorney fees and other costs connected to the performance of H-1B, H-1B1, or E-3 program functions which are required to be performed by the employer. This includes expenses related to the preparation and filing of this LCA and related visa petition information. 20 CFR 655.731;
- (2) **Working Conditions:** The employer shall provide working conditions for nonimmigrants which will not adversely affect the working conditions of workers similarly employed. The employer's obligation regarding working conditions shall extend for the duration of the validity period of the certified LCA or the period during which the worker(s) working pursuant to this LCA is employed by the employer, whichever is longer. 20 CFR 655.732;
- (3) **Strike, Lockout, or Work Stoppage:** At the time of filing this LCA, the employer is not involved in a strike, lockout, or work stoppage in the course of a labor dispute in the occupational classification in the area(s) of intended employment. The employer will notify the Department of Labor within 3 days of the occurrence of a strike or lockout in the occupation, and in that event the LCA will not be used to support a petition filing with the U.S. Citizenship and Immigration Services (USCIS) until the DOL Employment and Training Administration (ETA) determines that the strike or lockout has ended. 20 CFR 655.733; and
- (4) Notice: Notice of the LCA filing was provided no more than 30 days before the filing of this LCA or will be provided on the day this LCA is filed to the bargaining representative in the occupation and area of intended employment, or if there is no bargaining representative, to workers in the occupation at the place(s) of employment either by electronic or physical posting. This notice was or will be posted for a total period of 10 days, except that if employees are provided individual direct notice by e-mail, notification need only be given once. A copy of the notice documentation will be maintained in the employer's public access file. A copy of this LCA will be provided to each nonimmigrant worker employed pursuant to the LCA. The employer shall, no later than the date the worker(s) report to work at the place(s) of employment, provide a signed copy of the certified LCA to the worker(s) working pursuant to this LCA. 20 CFR 655.734.

Labor Condition Statements 1, 2, 3, and 4 above and as fully explained in Section G of the Form ETA-9035CP – General Instructions for the 9035 & 9035E and the Department's regulations at 20 CFR 655 Subpart H. *	☑ Yes	□ No
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#### H. Additional Employer Labor Condition Statements -H-1B Employers ONLY

Important Note: In order for your H-1B application to be processed, you MUST read Section H – Subsection 1 of the Form ETA 9035CP – General Instructions for the 9035 & 9035E under the heading "Additional Employer Labor Condition Statements" and answer the questions below.

#### a. Subsection 1

	☑ Yes	□ No	
	☐ Yes	☑ No	
3. If "Yes" is marked in questions H.1 and/or H.2, you must answer "Yes" or "No" regarding whether the employer will use this application ONLY to support H-1B petitions or extensions of status for exempt H-1B nonimmigrant workers? §		□ No	
			ecialty
r's Degree or Higher Exe	mptions	ONLY	
	☐ Yes	□ No	☑ N/A
	etitions or extensions of  \$60,000 or higher an  Master's Degree or h  Both	yes  or "No" regarding etitions or extensions of  ☐ Yes  ☐ \$60,000 or higher annual wage ☐ Master's Degree or higher in re ☐ Both  r's Degree or Higher Exemptions and any H-1B	☐ Yes ☐ No  or "No" regarding  etitions or extensions of  ☐ Yes ☐ No  ☐ Yes ☐

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If you marked "Yes" to questions H.a.1 (H-1B dependent) and/or H.a.2 (H-1B willful violator) and "No" to question H.a.3 (exempt H-1B nonimmigrant workers), you <u>MUST</u> read Section H – Subsection 2 of the Form ETA 9035CP – General Instructions for the 9035 & 9035E under the heading "Additional Employer Labor Condition Statements" and indicate your agreement to all three (3) additional statements summarized below.

#### b. Subsection 2

- A. **Displacement:** An H-1B dependent or willful violator employer is prohibited from displacing a U.S. worker in its own workforce within the period beginning 90 days before and ending 90 days after the date of filing of the visa petition. 20 CFR 655.738(c);
- B. Secondary Displacement: An H-1B dependent or willful violator employer is prohibited from placing an H-1B nonimmigrant worker(s) with another/secondary employer where there are indicia of an employment relationship between the nonimmigrant worker(s) and that other/secondary employer (thus possibly affecting the jobs of U.S. workers employed by that other employer), unless and until the employer subject to this LCA makes the inquiries and/or receives the information set forth in 20 CFR 655.738(d)(5) concerning that other/secondary employer's displacement of similarly employed U.S. workers in its workforce within the period beginning 90 days before and ending 90 days after the date of such placement. 20 CFR 655.738(d). Even if the required inquiry of the secondary employer is made, the H-1B dependent or willful violator employer will be subject to a finding of a violation of the secondary displacement prohibition if the secondary employer, in fact, displaces any U.S. worker(s) during the applicable time period; and
- C. Recruitment and Hiring: Prior to filing this LCA or any petition or request for extension of status for nonimmigrant worker(s) supported by this LCA, the H-1B dependent or willful violator employer must take good faith steps to recruit U.S. workers for the job(s) using procedures that meet industry-wide standards and offer compensation that is at least as great as the required wage to be paid to the nonimmigrant worker(s) pursuant to 20 CFR 655.731(a). The employer must offer the job(s) to any U.S. worker who applies and is equally or better qualified for the job than the nonimmigrant worker. 20 CFR 655.739.

6. <u>I have read and agree</u> to Additional Employer Labor Condition Stateme as fully explained in Section H – Subsections 1 and 2 of the Form ETA substructions for the 9035 & 9035E and the Department's regulations at 2	□ Yes □ No				
I. Public Disclosure Information  / Important Note: You must select one or both of the options listed in this Section.					
1. Public disclosure information in the United States will be kept at: *					
L North and College of the College o					

### J. Notice of Obligations

- A. Upon receipt of the certified LCA, the employer must take the following actions:
  - o Print and sign a hard copy of the LCA if filing electronically (20 CFR 655.730(c)(3));
  - Maintain the original signed and certified LCA in the employer's files (20 CFR 655.705(c)(2); 20 CFR 655.730(c)(3); and 20 CFR 655.760); and
  - Make a copy of the LCA, as well as necessary supporting documentation required by the Department of Labor regulations, available for public examination in a public access file at the employer's principal place of business in the U.S. or at the place of employment within one working day after the date on which the LCA is filed with the Department of Labor (20 CFR 655.705(c)(2) and 20 CFR 655.760).
- B. The employer must develop sufficient documentation to meet its burden of proof with respect to the validity of the statements made in its LCA and the accuracy of information provided, in the event that such statement or information is challenged (20 CFR 655.705(c)(5) and 20 CFR 655.700(d)(4)(iv)).
- C. The employer must make this LCA, supporting documentation, and other records available to officials of the Department of Labor upon request during any investigation under the Immigration and Nationality Act (20 CFR 655.760 and 20 CFR Subpart I).

I declare under penalty of perjury that I have read and reviewed this application and that to the best of my knowledge, the information contained therein is true and accurate. I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both (18 U.S.C. 2, 1001,1546,1621).

Last (family) name of hiring or designated official * SUBRAMANIAN	2. First (given) name of hiring SURESH	or designated official *	3. Middle initial §
Hiring or designated official title * VICE PRESIDENT			
5. Signature *		6. Date signed *	

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#### K. LCA Preparer

_ast (family) name §	2. First (given) name §		3. Middle initial
Firm/Business name §			
E-Mail address §			
.S. Government Agency Use (ONLY)			
y virtue of the signature below, the Department of La	abor hereby acknowledges the	following:	
nis certification is valid from	to		
epartment of Labor, Office of Foreign Labor Certifica	ation Cer	rtification Date (date	e signed)
200-22224-412757	In	Process	
ase number	Cas	se Status	
he Department of Labor is not the guarantor of the a	nccuracy, truthfulness, or adeq	uacy of a certified L	-CA.

but **MUST** be complete when submitting non-electronically. If the application is submitted electronically, any resulting certification **MUST** be signed *immediately upon receipt* from DOL before it can be submitted to USCIS for final processing.

Complaints alleging misrepresentation of material facts in the LCA and/or failure to comply with the terms of the LCA may be filled using the WH-4 Form with any office of the Wage and Hour Division, U.S. Department of Labor. A listing of the Wage and Hour Division offices can be

obtained at www.dol.gov/whd. 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 U.S. Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section, 950 Pennsylvania Avenue, NW, # IER, NYA 9000, Washington, DC, 20530, and additional information can be obtained at www.justice.gov. Please note that complaints should be filed with the Civil Rights Division, Immigrant and Employee Rights Section at the Department of Justice only if the violation is by an employer who is H-1B dependent or a willful violator as defined in 20 CFR 655.710(b) and 655.734(a)(1)(ii).

For public burden statement information, please see Form ETA-9035CP General Instructions.

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#### F. Employment and Wage Information

Important Note: The employer must define the intended place(s) of employment with as much geographic specificity as possible. Each intended place(s) of employment listed below must be the worksite or physical location where the work will actually be performed and cannot be a P.O. Box. The employer must identify all intended places of employment, including those of short duration, on the LCA. 20 CFR 655.730(c)(5). If the employer is submitting this form non-electronically and the work is expected to be performed in more than one location, an attachment must be submitted in order to complete this section. An employer has the option to use either a single Form ETA-9035/9035E or multiple forms to disclose all intended places of employment. If the employer has more than ten (10) intended places of employment at the time of filing this application, the employer must file as many additional LCAs as are necessary to list all intended places of employment. See the form instructions for further information about identifying all intended places of employment.

#### a. Place of Employment Information 2

<ol> <li>Enter the estimated number of workers that will perform work at the LCA.*</li> </ol>	1				
<ol><li>Indicate whether the worker(s) subject to this LCA will be placed place of employment. *</li></ol>	Indicate whether the worker(s) subject to this LCA will be placed with a secondary entity at this place of employment. *				
3. If "Yes" to question 2, provide the legal business name of the sec	ondary entity. §				
·	, , ,				
4. Address 1 * 760 N Brookdale Dr					
5. Address 2					
5. Address 2					
6. City * Schaumburg	7. County * Cook				
8. State/District/Territory *	9. Postal code *				
Illinois	60194				
10. Wage Rate Paid to Nonimmigrant Workers *	10a. Per: (Choose only one)*				
From* \$ 94016 . 00 To: \$ 140000 . 00	☐ Hour ☐ Week ☐ Bi-Weekly	☐ Month ☑ Year			
From* \$ 94016 . 00 To: \$ 140000 . 00	,				
11. Prevailing Wage Rate *	11a. Per: (Choose only one)*				
\$94016 . <u>00</u>	☐ Hour ☐ Week ☐ Bi-Weekly	☐ Month ☑ Year			
Questions 12-14. Identify the source used for the prevailing wa	ge (PW) (check and fully complete o	only one): *			
12. A Prevailing Wage Determination (PWD) issued by the De	a. PWD tra	acking number §			
	partition of East.				
A PW obtained independently from the Occupational Emp					
a. Wage Level (check one): §	b. Source	•			
□ı ⊡ıı □ııı □ıv □n/a	7/1/2022 -	- 6/30/2023			
A PW obtained using another legitimate source (other tha	A PW obtained using another legitimate source (other than OES) or an independent authoritative source				
a. Source Type (check one): §	b. Source	Year §			
☐ CBA ☐ DBA ☐ SCA ☐ Other/ PW Survey	,				
c. If responded "Other/ PW Survey" in question 14.a, enter th	e name of the survey producer or pu	ıblisher §			
		-			
d If you are dead 1104b ar/ DNA Company in according 4.4	a title on regres of the DIM over the C				
d. If responded "Other/ PW Survey" in question 14.a, enter the title or name of the PW survey §					

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#### a. Place of Employment Information 3

	nter the estimated number of workers that will perform work at the LCA.*	under 1			
	dicate whether the worker(s) subject to this LCA will be placed vace of employment. *	this			
3. If	"Yes" to question 2, provide the legal business name of the sec	ondary entity. §			
Δ Δι	ddress 1 *				
	WEST BIG BEAVER ROAD				
5. Ad	ddress 2				
6. Ci	i4v, *	7. County *			
TRO		Oakland			
8. St	tate/District/Territory *	9. Postal code *			
Mich		48084	\.		
10. Wage Rate Paid to Nonimmigrant Workers * 10a. Per: (Choose only one)*					
From	From* \$94016 . 00 To: \$140000 . 00 □ Hour □ Week □ Bi-Weekly □ Month ☑ Year				
11. F	11. Prevailing Wage Rate * 11a. Per: (Choose only one)*				
	\$ 85405 00	,	Bi-Weekly □ Month 回 Year		
Ques	stions 12-14. Identify the source used for the prevailing way	ne (PW) (check and fully	complete only one): *		
12.			a. PWD tracking number §		
	A Prevailing Wage Determination (PWD) issued by the De	partment of Labor	an in the maching manner of		
13.	_   A   W Obtained independently from the Occupational Employment Statistics (OEO)   Todiam				
ت	a. Wage Level (check one): §		b. Source Year §		
			7/1/2022 - 6/30/2023		
14.	A PW obtained using another legitimate source (other than OES) or an independent authoritative source				
ш	a. Source Type (check one): §		b. Source Year §		
	☐ CBA ☐ DBA ☐ SCA ☐ Other/ PW Survey				
	c. If responded "Other/ PW Survey" in question 14.a, enter the	e name of the survey pro	ducer or publisher §		
	d. If responded "Other/ PW Survey" in question 14.a, enter the title or name of the PW survey §				
	1				

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