

NOTICE OF FILING OF LABOR CONDITION APPLICATION

This is to inform all the employees that Entrivis Technologies Inc. is seeking to hire an H-1B nonimmigrant worker through the filing of a labor condition application with the Employment and Training Administration of the U.S. Department of Labor.

NO. OF WORKERS BEING SOUGHT: One (1)

OCCUPATIONAL CLASSIFICATION CODE: 030

JOB TITLE: Software Developer

WAGE OFFERED: \$105,500.00 per year

PERIOD OF EMPLOYMENT: 01/01/2025 to 12/31/2027

LOCATION(S) OF EMPLOYMENT: 2180 Satellite Blvd.
Duluth, GA 30097

It is further informed that the labor condition application will be available for public inspection upon filing at 2180 Satellite Blvd., Duluth, GA 30097.

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.

Entrivis will not displace any similarly employed U.S. worker within 90 days before or after applying for H-1B status, or an extension of status for any H-1B worker; Entrivis will not place any H-1B worker employed pursuant to the LCA at the worksite of another employer unless Entrivis first makes a bona-fide inquiry as to whether the other employer has displaced or intends to displace a similarly employed U.S. worker within 90 days before or after the placement of the H-1B worker; and Entrivis, before applying for H-1B status for any alien worker pursuant to an H-1B LCA, took good faith steps to recruit U.S. workers for the job for which the alien worker is sought, at wages at least equal to those offered to the H-1B worker. Also, the employer will offer the job to any U.S. worker who applies and is equally or better qualified than the H-1B worker. This attestation does not apply if the H-1B worker is a "priority worker" (see Section 203(b) (1) (A), (B), or (C) of the INA).

Complaints alleging failure to offer employment to an equally or better qualified U.S. applicant or an employer's misrepresentation regarding such offers of employment may be filed with the Department of Justice, Civil Rights Division, Office of Special Counsel for Immigration-Related Unfair Employment Practices, 950 Pennsylvania Avenue, NW., Washington, DC 20530, Telephone: 1 (800) 255-8155 (employers), 1 (800) 255-7688 (employees); Web address: <http://www.usdoj.gov/crt/osc>.

Internal Use

Posted Methods/Location: 2180 Satellite Blvd, Ste 400, #87, Duluth, GA 30097

www.EntrivisInc.com

This is to certify that the above notice was posted at 2 (two) conspicuous places for a period of 10 (ten) consecutive business days from:

12/12/2024 to 12/24/2024

Signed: Jeetan

Name: Jeetan Singh

Title: President

Appendix C: Worksheet for Use in Determining OES Wage Level

Employer's Job Title: Software Developer

Date: 12/9/2024

O*NET Title: Software Developers

Reviewer: Jeetan Singh

O*NET Code: 15-1252

Indicator	Employer's Job Offer Requirements	O*NET – Usual Requirements	Comments	Wage Level Result
Step 1. Requirements	Bachelor's degree + 3	Bachelor's degree 2 - 4	Appendix D = 5	1
Step 2. Experience	3 years	2 – 4 years		1
Step 3. Education	Bachelor's degree	Bachelor's degree		0
Step 4. Special Skills & Other Requirements? (Y/N)	No			0
Step 5. Supervisory Duties? (Y/N)	No			0
			Sum:	2

Search Criteria		
SOC Code	15-1252.00	
Data Series	7/2024 - 6/2025	
Collection	All Industries	
State	GEORGIA	
Area Type	County/ Township	
Area Selected	FULTON - Atlanta-Sandy Springs-Roswell, GA	

Search Results		
Geo Level	1	
SOC Code	15-1252	
SOC Title	Software Developers	
Wage Level	Hourly	Yearly
I	\$39.89	\$82,971.00
II	\$50.59	\$105,227.00
III	\$61.30	\$127,504.00
IV	\$72.00	\$149,760.00
MEAN (H-2B)	\$61.41	\$127,733.00

O*NET Occupations Using this Wage

SOC Code/ Title	15-1252.00 Software Developers
SOC Description	Research, design, and develop computer and network software or specialized utility programs. Analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering, and mathematical analysis. Update software or enhance existing software capabilities. May work with computer hardware engineers to integrate

hardware and software systems, and develop specifications and performance requirements. May maintain databases within an application area, working individually or coordinating database development as part of a team.

Education
Level

Bachelor's

Job Zone

4

ACUTAL WAGE MEMORANDUM

Currently, the actual wage rate for full-time Software Developer at Entrivis Technologies Inc. in Duluth, GA range between _____ and _____.

The employee's rate of pay is \$105,500.00 per year.

When considering an offer to a new employee, the hiring committee identifies any other employees (all U.S. and H-1B employees) who are currently doing similar work and have the same experience and education levels as the applicant.

The salaries of individuals holding this position were determined on the basis of job responsibilities, experience, specialized knowledge relevant to the position, education requirements, market factors, grade point average, quality of college, number of people supervised.

To maintain our competitive position, actual wages of our employees are reviewed annually and each adjustment is considered on an individual basis. Factors considered when reviewing salaries include job performance, education/credentials, current base pay relative to the market, employee level, prior work history, length of time with company as well as general economic conditions and forecasts for the company's business.

Further explanation of above factors and other legitimate business-related factors which are used to determine salary are listed below:

Explanation of periodic salary increments and how they are arrived at:
