



International Programs & Initiatives  
 215 Eielson Building  
 P. O. Box 757760  
 Fairbanks, AK 99775-7760  
 1-(907) 474-7157

# ACTUAL WAGE STATEMENT

As part of the application process for an H-1B/E-3 employee, IPI is required to provide documentation that illustrates how the employer determines the actual wage. The actual wage is the wage rate paid by the employer to all individuals with experience and qualifications similar to those of the H-1B/E-3 to this specific employment. Documentation must show how the wage is set for H-1B/E-3 employee related to the wage paid to other individuals with similar experience and qualifications for this position. This form is designed to assist your department in calculating and documenting actual wage. \* Please use a separate sheet, if necessary.

The employer is required to establish and document the actual wage rate. The actual wage statement is an internal form and will be included in the U.S. Department of Labor (DOL) public access file maintained by IPI and should remain confidential. The H-1B/E-3 employee should not have access to this information.

UAF is required to pay the higher of actual wage or prevailing wage as determined by the U.S. Department of Labor (DOL).

**INFORMATION ABOUT THE PROSPECTIVE EMPLOYEE:**

UA ID Number (if applicable)  Department  Proposed Hourly Salary

Subject to Collective Bargaining Agreement  Yes  No Contract Term Pay Period  19.5  26 Other

Position Title  Position Title

Please list all employees who are currently working in your department with the same title and position classification as the H-1B/E-3 candidate. For those employees listed who are in the position with comparable responsibilities and qualifications to the H-1B/E-3 candidate, select Yes. Please list the reasons for any salary difference(s) if they are comparable.

Some factors to take into consideration for salary differences may include experience, qualifications, education, job family, specialized