



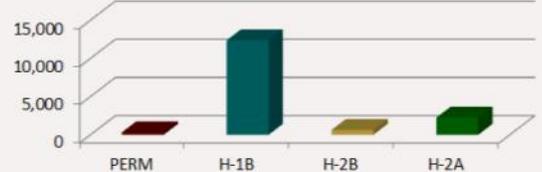
APPENDIX A-STATE EMPLOYMENT-BASED IMMIGRATION PROFILES

Visa Category	Total Applications Processed	Total Applications Certified	Total Positions Requested	Total Positions Certified	Percent of National Total Certified Applications	Average Wage Offer/AEWR
PERM	374	322	374	322	0.59%	\$80,137
H-1B	4,486	4,192	12,782	12,375	1.11%	\$66,016
H-2B	39	26	743	639	0.85%	\$9.51
H-2A	277	275	2,289	2,250	3.51%	\$9.39

TENNESSEE



POSITIONS CERTIFIED BY MAJOR VISA CATEGORY



TOP THREE CITIES

Permanent Labor (by Applications Certified)			H-1B (by Positions Certified)		
City Name	Applications Certified	Avg Wage Offer/AEWR	City Name	Positions Certified	Avg Wage Offer/AEWR
Memphis	89	\$81,941	Nashville	3,853	\$62,812
Nashville	68	\$75,688	Memphis	2,930	\$69,346
Knoxville	29	\$79,581	Collierville	2,081	\$67,871
H-2B (by Positions Certified)			H-2A (by Positions Certified)		
City Name	Positions Certified	Avg Wage Offer/AEWR	City Name	Positions Certified	Avg Wage Offer/AEWR
Hixson	168	\$8.70	Unicoi	300	\$9.38
Nashville	64	\$9.29	Adams	280	\$9.38
Lascassas	41	\$9.29	Cedar Hill	163	\$9.38

TOP FIVE OCCUPATIONS/AGRICULTURAL COMMODITIES

PERMANENT LABOR ¹			H-1B		
Occupations	Positions Certified	Avg Wage	Occupations	Positions Certified	Avg Wage
Software Developers, Applications	85	\$78,521	Computer Systems Analysts	4,380	\$63,871
Computer Systems Analysts	41	\$80,560	Computer Programmers	2,097	\$58,221
Internists, General	12	\$165,874	Computer and Information Systems Managers	1,457	\$85,743
Industrial Engineers	10	\$71,271	Computer Occupations, All Other	1,348	\$58,159
-	-	-	Software Developers, Applications	884	\$67,641
H-2B ¹			H-2A		
Occupations	Positions Certified	Avg Wage	Occupations/Agricultural Commodities	Positions Certified	Avg Wage
Laborer, Landscape	228	\$9.22	Tobacco	1,018	\$9.38
Forest Worker	196	\$10.30	Tomatoes	436	\$9.38
Sprayer, Hand	73	\$9.52	Watercress	124	\$9.38
Amusement Park Worker	62	\$7.58	Barley	108	\$9.38
-	-	-	Nursery	105	\$9.46