

ETA Form 9035CP – General Instructions for the 9035 & 9035E
Appendix II: Sample of Acceptable Wage Survey Sources
U.S. Department of Labor



IMPORTANT: The listing of wage survey sources in this Appendix is not comprehensive, but a sample of acceptable sources used by employers from two major wage survey firms in filing LCAs. When entering the wage data source on the ETA Form 9035 or 9035E, you must identify the name of the company **and** exact wage survey used (e.g., Mercer: US – Consumer Finance or Watson Wyatt: Survey Report on Top Management Compensation).

This document will be updated, as necessary, by the Department and made available on the Office of Foreign Labor Certification website at <http://www.foreignlaborcert.doleta.gov>.

MERCER SURVEYS (46 Total Online)

US- Commercial Lending and Business Banking
US- Compensation Planning (US)
US- Consumer Finance
US- Employer Health Survey
US- Finance, Accounting, and Legal
US- Human Resources
US- IHN Module1- Health Plan Executive
US- IHN Module 6- Non Hospital Healthcare Provider Management Operations
US- Mercer Benchmark Database

WATSON WYATT DATA SERVICES SURVEYS (63 Total Online)

U.S. Report Package for Survey Participants and Other Qualified Subscribers Eligible to Participate

Survey Report on Board of Directors Compensation, Policies & Practices
Survey Report on Top Management Compensation
Survey Report on Top Management Compensation in Privately Held Companies
Survey Report on Middle Management Compensation
Survey Report on Professional Administrative Services Personnel Compensation
Survey Report on Professional Specialized Services Personnel Compensation
Survey Report on Supervisory Management Compensation
Survey Report on Technician & Skilled Trades Personnel Compensation
Survey Report on Office Personnel Compensation

Survey Report on Accounting & Finance Personnel Compensation
Survey Report on Call Center & Customer Service Personnel Compensation
Survey Report on Engineering, Design & Drafting Personnel Compensation
Survey Report on Human Resources Personnel Compensation
Survey Report on Information Technology & e-Commerce Personnel Compensation
Survey Report on Legal Administrative Personnel Compensation
Survey Report on Logistics & Materials Management Personnel Compensation
Survey Report on Sales Personnel Compensation
Survey Report on Marketing Personnel Compensation

Health Care Reports Package

Survey Report on Health Care Clinical & Professional Personnel Compensation
Survey Report on Health Care Administrative & Support Personnel Compensation
Survey Report on Health Care Executive & Management Personnel Compensation
Survey Report on Hospital & Health Care Management Compensation
Survey Report on Hospital & Health Care Professional, Nursing & Allied Services Personnel Compensation
Hospital & Health Care Comp Calculator CD

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Financial Services Reports Package

Financial Services - Survey Report on Executive & General Industry Personnel Compensation
Financial Services - Survey Report on Retail Banking Personnel Compensation
Financial Services - Survey Report on Consumer Finance & Mortgage Based Banking Personnel Compensation
Financial Services - Survey Report on Commercial Lending & Trust Services Personnel Compensation

Survey Report on Financial Services Compensation Benchmark Positions
Complete Financial Institutions Compensation Survey Set
Survey Report on Financial Institutions Compensation General Executive Positions
Survey Report on Financial Institutions Compensation Cross-Industry Positions
Survey Report on Financial Institutions Compensation Retail Banking Positions
Survey Report on Financial Institutions Compensation Consumer Finance & Mortgage-Based Banking Positions
Survey Report on Financial Institutions Compensation Trust & Investment Services Positions
Survey Report on Financial Institutions Compensation Commercial Banking Positions
Survey Report on Financial Institutions Compensation Benchmark Positions
Financial Institutions Comp Calculator CD

Survey Report on Insurance Industry Personnel Compensation
Insurance Industry Management Compensation Survey Report Set
Survey Report on Health, Annuity & Life Insurance Management Compensation
Survey Report on Property & Casualty Insurance Management Compensation
Survey Report on Compensation Policies & Practices in the Insurance Industry

Survey Report on Oil & Gas Industry Personnel Compensation

Survey Report on Transportation Industry Personnel Compensation

Survey Report on Telecommunications Industry Personnel Compensation

Survey Report on College & University Personnel Compensation

Survey Report on Compensation in the Commercial Real Estate Industry
National Apartment Survey of Compensation and Benefits Practices
National Apartment Survey Report on Corporate/Regional Positions
National Apartment Survey Report on On-Site Positions

Survey Report on Gaming & Hospitality Industry Personnel Compensation
Survey Report on Gaming Industry Personnel Compensation

Survey Report on Hi-Tech Industry Personnel Compensation

Survey Report on Retail Industry Personnel Compensation