



### ACTUAL WAGE DETERMINATION

This memorandum is being prepared to comply with the provision of 20 CFR §655.760(a) (3).

Pursuant to the provision of 20 CFR §655.731(a), the employer has determined the actual wage to be no greater than per year. The actual wage was based upon other individuals with similar experience and qualifications performing the specific employment. Factors utilized in setting the wage level include:

- Level of Education
- Overall Industry Experience
- Special Skill Sets
- Job Location
- Job responsibility and function including decision making ability
- Nature of duties involved.