

## Summary

The top employer of H1B Visa candidates in California within the Computer and Mathematical Occupations is Google. The job function that pays the most is the Management Occupation within this industry, Chief Executives make the most. Prosthodontists make substantially more than the rest of the healthcare industry and even CEOs.

### **H1B Visas Executive Summary**

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## Executive Summary

The top employer of H1B Visa candidates in California within the Computer and Mathematical Occupations is Google as shown in *Exhibit 6*. This is reflective of the entire state because Google granted the most H1B Visas in the state of California, over 10,000 for its employees between 2018-2019. The job function that pays the most is the Management Occupation within this industry, Chief Executives make the most as shown in *Exhibit 2*, which is reflective of the wider market aside from H1B applicants. Additionally, Finance Officers and Computer and Information Systems roles are also high paying. As far as outliers in the salary data Prosthodontists make substantially more than the rest of the healthcare industry and even CEOs. They completely skip over the Legal industry from *Exhibit 1*. Next, types of jobs concentrated in certain geographical areas are Business and Financial Operations Occupations in New York *Exhibit 15*. Another industry we analyzed was Healthcare Practitioners, which we found are also concentrated in New York. Lastly, students applying for an H1B visa that want to maximize their chances of being sponsored should apply for positions in the Computer and Mathematical Occupations industry. They should apply in the state of Washington at Microsoft because they are the company and geographic area that approve the most applications as reflected in *Exhibit 14*. It is also worth noting that HCL America Solutions INC denied the most applications so applying there is not advisable, especially in California, where the competition is the highest as shown in *Exhibit 13*.

An additional insight we thought would be interesting to analyze was how long the approval process took. We found there were several companies that tied for 1<sup>st</sup> place all taking only 4 days to get approval highlighted in *Exhibit 24*. The two companies that took the longest were Applied Materials INC and Sierra Consulting INC taking about one month, exactly 29 days, shown in *Exhibit 25* both of which were located in California. This is surprising but logical when considering the size of the state and the vast number of applications it receives. The difference between the companies is 25 days, which is a long range for this process but overall, less time than we had anticipated.

**Hostname:** luigi host-name.mysql.databse.azure.com

**Username:** luigi

**Password:** mario123!

**Video:** documenting a methodic approach to upload the data through the Command Prompt:

[Uploading with the Command Prompt](#)



## Appendix

Which functions seem to pay the most? Are there outliers in the salary data?

-- What is the average salary per industry (soc group)?

```
SELECT ROUND(AVG(ca.wage),2) AS average_wage, soc.soc_group_title, soc.soc_group_id
FROM case_application AS ca
INNER JOIN soc ON soc.soc_id = ca.soc_id
GROUP BY soc.soc_group_title, soc.soc_group_id
ORDER BY average_wage DESC;
```

average_wage	soc_group_title	soc_group_id
142690.97	Management Occupations	11
124919.11	Legal Occupations	23
124619.61	Healthcare Practitioners and Technical Occupati...	29
110569.56	Sales and Related Occupations	41
98593.92	Computer and Mathematical Occupations	15
92379.29	Architecture and Engineering Occupations	17
84590.40	Protective Service Occupations	33
84092.02	Business and Financial Operations Occupations	13
76974.17	Transportation and Material Moving Occupations	53
70378.66	Arts- Design- Entertainment- Sports- and Media...	27
66347.73	Life- Physical- and Social Science Occupations	19
61850.68	Educational Instruction and Library Occupations	25
59984.14	Building and Grounds Cleaning and Maintenanc...	37
56439.61	Construction and Extraction Occupations	47
53215.63	Food Preparation and Serving Related Occupati...	35
50341.16	Installation- Maintenance- and Repair Occupati...	49
47803.74	Production Occupations	51
47096.30	Office and Administrative Support Occupations	43
46628.85	Community and Social Service Occupations	21
45707.61	Farming- Fishing- and Forestry Occupations	45
34592.50	Healthcare Support Occupations	31

### Exhibit 1

-- Which management occupations pays the most?

```
SELECT ROUND(AVG(ca.wage),2) AS average_wage, soc.soc_title
FROM case_application AS ca
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE soc.soc_group_title = 'Management Occupations'
GROUP BY soc_title
ORDER BY average_wage DESC
LIMIT 10;
```

average_wage	soc_title
200393.63	CHIEF EXECUTIVES
161079.23	FINANCIAL MANAGERS
159815.39	Financial Managers- Branch or Department
154968.45	COMPUTER AND INFORMATION SYSTEMS...
154673.00	Chief Sustainability Officers
149121.82	ARCHITECTURAL AND ENGINEERING MANA...
143640.16	MARKETING MANAGERS
142797.76	Investment Fund Managers
141375.06	Treasurers and Controllers
139375.75	Security Managers

### Exhibit 2

-- Is a CEO the highest paying job overall or are there outliers in other industries?

```

SELECT ROUND(AVG(ca.wage),2) AS average_wage, soc.soc_title, soc.soc_group_id
FROM case_application AS ca
INNER JOIN soc ON soc.soc_id = ca.soc_id
GROUP BY soc_title, soc_group_id
ORDER BY average_wage DESC
LIMIT 10;

```

average_wage	soc_title	soc_group_id
233709.00	Prosthodontist	29
200393.63	CHIEF EXECUTIVES	11
191949.33	Sports Medicine Physicians	29
181044.39	SURGEONS	29
178588.48	PSYCHIATRISTS	29
178532.47	Physical Medicine and Rehabilitation Physicians	29
177885.34	Obstetricians and Gynecologists	29
174083.71	Orthodontists	29
172373.80	Preventive Medicine Physicians	29
166496.04	ANESTHESIOLOGISTS	29

### Exhibit 3

-- What pulls the average wage of Healthcare Practitioners and Technical Occupations down if they are 9/10 highest paid jobs?

```

SELECT ROUND(AVG(ca.wage),2) AS average_wage, soc.soc_title
FROM case_application AS ca
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE soc.soc_group_id = 29
GROUP BY soc_title
ORDER BY average_wage

```

LIMIT 10;

average_wage	soc_title
35764.14	Pharmacy Technicians
40258.33	Music Therapists
42058.14	Veterinary Technologists and Technicians
44158.00	Licensed Practical and Licensed Vocational Nur...
44676.45	Therapists- All Other
44794.22	Athletic Trainers
45698.00	HEALTH TECHNOLOGISTS AND TECNICHAN...
48235.00	Art Therapists
48600.18	Medical and Clinical Laboratory Technicians
48700.00	Occupational Health and Safety Technicians

*Exhibit 4*

-- Are they also the lowest paying jobs overall?

```
SELECT ROUND(AVG(ca.wage),2) AS average_wage, soc.soc_title
```

```
FROM case_application AS ca
```

```
INNER JOIN soc ON soc.soc_id = ca.soc_id
```

```
GROUP BY soc_title
```

```
ORDER BY average_wage
```

LIMIT 10;

average_wage	soc_title
20966.00	Agricultural Workers- All Other
23504.00	Order Fillers- Wholesale and Retail Sales
25334.38	Stock Clerks and Order Fillers
26021.00	Slaughterers and Meat Packers
26093.50	Helpers--Installation- Maintenance- and Repair...
26936.00	Multiple Machine Tool Setters- Operators- and T...
28215.00	Teacher Assistants
29120.00	Demonstrators and Product Promoters
30222.00	Bakers
30452.00	Automotive Master Mechanics

*Exhibit 5*

Which are the top employers in a certain state in a certain industry?

-- Who are the top employers in California in the Tech industry?

```
SELECT COUNT(em.employer_name) AS number_visas, em.employer_name, soc_group_id
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
INNER JOIN soc AS so ON so.soc_id = ca.soc_id
WHERE soc_group_id = "15%"
AND wo.worksite_state = "CA"
AND case_status_id = 1010
GROUP BY em.employer_id
ORDER BY number_visas DESC, em.employer_id
LIMIT 4;
```

number_visas	employer_name	soc_group_id
▶ 10522	Google LLC	15
3401	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	15
3122	Apple Inc	15
2296	Amazoncom Services LLC	15

*Exhibit 6*

-- Is google the biggest employer in California?

```
SELECT COUNT(em.employer_name) AS number_visas, em.employer_name
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
WHERE wo.worksite_state = "CA"
AND case_status_id = 1010
GROUP BY em.employer_id
ORDER BY number_visas DESC
LIMIT 5;
```

	number_visas	employer_name
►	12242	Google LLC
	5957	Apple Inc
	3465	COGNIZANT TECHNOLOGY SOLUTIONS US CORP
	3044	Amazoncom Services LLC
	2616	Qualcomm Technologies Inc

#### Exhibit 7

-- Is Google the biggest tech employer in the US?

```
SELECT COUNT(em.employer_name) AS number_visas, em.employer_name, soc_group_id
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
INNER JOIN soc AS so ON so.soc_id = ca.soc_id
WHERE soc_group_id = "15%"
AND case_status_id = 1010
GROUP BY em.employer_id
ORDER BY number_visas DESC
LIMIT 10;
```

	number_visas	employer_name	soc_group_id
►	37961	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	15
	14884	Microsoft Corporation	15
	14361	Google LLC	15
	12145	Tata Consultancy Services Limited	15
	11848	INFOSYS LIMITED	15
	9636	Amazoncom Services LLC	15
	8701	Ernst & Young US LLP	15
	8676	TATA CONSULTANCY SERVICES LIMITED	15
	8396	CAPGEMINI AMERICA INC	15
	7765	Accenture LLP	15

#### Exhibit 8

-- What company is the biggest employer in the US?

```
SELECT COUNT(em.employer_name) AS number_visas, em.employer_name
FROM case_application AS ca
```



```

INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
WHERE case_status_id = 1010
GROUP BY em.employer_id
ORDER BY number_visas DESC
LIMIT 10;

```

	number_visas	employer_name
▶	38838	COGNIZANT TECHNOLOGY SOLUTIONS US CORP
	17206	Microsoft Corporation
	16684	Google LLC
	16350	Ernst & Young US LLP
	13997	Amazoncom Services LLC
	12640	INFOSYS LIMITED
	12259	Tata Consultancy Services Limited
	9551	Deloitte Consulting LLP
	8733	TATA CONSULTANCY SERVICES LIMITED
	8692	CAPGEMINI AMERICA INC

*Exhibit 9*

[Are there certain types of jobs concentrated in certain geographical areas?](#)

-- Are there certain types of jobs concentrated in certain geographical areas?

-- Biggest locations for Business and Financial Operations Occupations:

```

SELECT w.worksite_state, COUNT(*) AS number_visas
FROM case_application AS ca
INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE soc.soc_group_id = "13%"
AND ca.case_status_id = 1010
GROUP BY w.worksite_state
ORDER BY number_visas DESC
LIMIT 5;

```

worksite_sta...	number_visas
NY	16598
CA	13034
TX	5735
NJ	3788
IL	3334

-- Biggest occupation in NY:

```
SELECT w.worksite_state, COUNT(*) AS count_industry, soc.soc_group_title
FROM case_application AS ca
INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE ca.case_status_id = 1010
AND w.worksite_state = 'NY'
GROUP BY soc.soc_group_title
ORDER BY count_industry DESC;
```

worksite_sta...	count_indus...	soc_group_title
NY	34619	Computer and Mathematical Occupations
NY	16598	Business and Financial Operations Occupations
NY	4693	Management Occupations
NY	3778	Architecture and Engineering Occupations
NY	3549	Life- Physical- and Social Science Occupations
NY	2299	Arts- Design- Entertainment- Sports- and Media...
NY	2154	Healthcare Practitioners and Technical Occupati...
NY	1759	Legal Occupations

-- Is NY also the biggest location for Computer and Mathematical Occupations?

```
SELECT w.worksite_state, COUNT(*) AS number_visas
FROM case_application AS ca
INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE soc.soc_group_id = "15%"
AND ca.case_status_id = 1010
GROUP BY w.worksite_state
```

ORDER BY number\_visas DESC

LIMIT 5;

	worksite_sta...	number_visas
►	CA	126459
	TX	86395
	WA	47268
	NJ	40141
	NY	34619

*Exhibit 17*

-- No, CA is, is Computer and Mathematical Occupations in CA?

```
SELECT w.worksite_state, COUNT(*) AS count_industry, soc.soc_group_title
```

```
FROM case_application AS ca
```

```
INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
```

```
INNER JOIN soc ON soc.soc_id = ca.soc_id
```

```
WHERE ca.case_status_id = 1010
```

```
AND w.worksite_state = 'CA'
```

```
GROUP BY soc.soc_group_title
```

```
ORDER BY count_industry DESC
```

```
LIMIT 5;
```

	worksite_sta...	count_indus...	soc_group_title
►	CA	126459	Computer and Mathematical Occupations
	CA	23035	Architecture and Engineering Occupations
	CA	13034	Business and Financial Operations Occupations
	CA	13026	Management Occupations
	CA	5600	Life- Physical- and Social Science Occupations

*Exhibit 18*

-- Is there another hub for another industry e.g. Educational Instruction and Library Occupations?

```

SELECT w.worksite_state, COUNT(*) AS number_visas
FROM case_application AS ca
INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE soc.soc_group_id = "25%"
AND ca.case_status_id = 1010
GROUP BY w.worksite_state
ORDER BY number_visas DESC
LIMIT 5;

```

	worksite_sta...	number_visas
▶	TX	2316
	CA	1625
	NY	1594
	GA	999
	MA	877

*Exhibit 19*

-- Is Educational Instruction and Library Occupations the biggest in TX too?

```

SELECT w.worksite_state, COUNT(*) AS count_industry, soc.soc_group_title
FROM case_application AS ca
INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE ca.case_status_id = 1010
AND w.worksite_state = 'TX'
GROUP BY soc.soc_group_title
ORDER BY count_industry DESC
LIMIT 5;

```

	worksite_sta...	count_indus...	soc_group_title
►	TX	86395	Computer and Mathematical Occupations
	TX	8053	Architecture and Engineering Occupations
	TX	5735	Business and Financial Operations Occupations
	TX	3928	Management Occupations
	TX	2316	Educational Instruction and Library Occupations

*Exhibit 20*

-- No (even though the most jobs are in TX), but maybe there is an hub for Arts- Design- Entertainment- Sports- and Media Occupations:

```
SELECT w.worksite_state, COUNT(*) AS number_visas
FROM case_application AS ca
INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE soc.soc_group_id = "27%"
AND ca.case_status_id = 1010
GROUP BY w.worksite_state
ORDER BY number_visas DESC
LIMIT 5;
```

	worksite_sta...	number_visas
►	CA	3388
	NY	2299
	WA	622
	TX	403
	MA	278

*Exhibit 21*

-- There is not one hub, it speard out between CA and NY, what about the spread of Healthcare Practitioners and Technical Occupations in the US?

```
SELECT w.worksite_state, COUNT(*) AS number_visas
FROM case_application AS ca
```

```

INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE soc.soc_group_id = "29%"
AND ca.case_status_id = 1010
GROUP BY w.worksite_state
ORDER BY number_visas DESC
LIMIT 5;

```

	worksite_sta...	number_visas
▶	NY	2154
	CA	1231
	PA	1083
	MA	1020
	TX	815

*Exhibit 22*

-- Most work in NY, but a large amount also work in CA, PA & MA, what about Life- Physical- and Social Science Occupations:

```

SELECT w.worksite_state, COUNT(*) AS number_visas
FROM case_application AS ca
INNER JOIN worksite AS w ON w.worksite_id = ca.worksite_id
INNER JOIN soc ON soc.soc_id = ca.soc_id
WHERE soc.soc_group_id = "19%"
AND ca.case_status_id = 1010
GROUP BY w.worksite_state
ORDER BY number_visas DESC
LIMIT 5;

```

	worksite_sta...	number_visas
▶	CA	5600
	MA	4021
	NY	3549
	TX	2120
	MD	1623

Which set of advice would you give to students to maximize their chances of being sponsored through the H1B process?

-- Which industry employs the most?

```
SELECT COUNT(em.employer_name) AS number_visas, em.employer_name, soc_group_id
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
INNER JOIN soc AS so ON so.soc_id = ca.soc_id
GROUP BY em.employer_id, em.employer_name, soc_group_id
ORDER BY number_visas DESC, em.employer_id
LIMIT 10;
```

number_visas	employer_name	soc_group_id
38422	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	15
14884	Microsoft Corporation	15
14699	Google LLC	15
12200	Tata Consultancy Services Limited	15
11908	INFOSYS LIMITED	15
10183	Amazoncom Services LLC	15
8738	Ernst & Young US LLP	15
8712	TATA CONSULTANCY SERVICES LIMITED	15
8444	CAPGEMINI AMERICA INC	15
7881	Accenture LLP	15

*Exhibit 10*

-- Which employer gets the most denied?

```

SELECT COUNT(*) AS number_visas, em.employer_name, ca.visa_class
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
INNER JOIN soc AS so ON so.soc_id = ca.soc_id
INNER JOIN status AS st ON st.status_id = ca.case_status_id
WHERE visa_class = "H-1B"
AND case_status_id = "1030"
GROUP BY em.employer_id, em.employer_name
ORDER BY number_visas DESC, em.employer_id
LIMIT 10;

```

	number_visas	employer_name	visa_class
►	282	HCL America Solutions Inc	H-1B
	27	OKLAHOMA TECHNOLOGY GROUP LLC	H-1B
	21	NORTHSTAR SOFTWARE SERVICES GROUP LLC	H-1B
	20	COMPUNNEL SOFTWARE GROUP INC	H-1B
	19	D3E Inc	H-1B
	18	Guardian Healthcare Providers	H-1B
	16	Google LLC	H-1B
	13	Oath Holdings Inc	H-1B
	12	Ernst & Young US LLP	H-1B
	12	Mass General Brigham Incorporated	H-1B

#### Exhibit 11

-- Which employer gets the most accepted

```

SELECT COUNT(*) AS number_visas, em.employer_name, ca.visa_class
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
INNER JOIN soc AS so ON so.soc_id = ca.soc_id
INNER JOIN status AS st ON st.status_id = ca.case_status_id
WHERE visa_class = "H-1B"

```



AND case\_status\_id = "1010"

GROUP BY em.employer\_id, em.employer\_name

ORDER BY number\_visas DESC, em.employer\_id

LIMIT 10;

	number_visas	employer_name	visa_class
▶	38781	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	H-1B
	16944	Microsoft Corporation	H-1B
	16302	Google LLC	H-1B
	16131	Ernst & Young US LLP	H-1B
	13763	Amazoncom Services LLC	H-1B
	12588	INFOSYS LIMITED	H-1B
	12251	Tata Consultancy Services Limited	H-1B
	9489	Deloitte Consulting LLP	H-1B
	8721	TATA CONSULTANCY SERVICES LIMITED	H-1B
	8670	CAPGEMINI AMERICA INC	H-1B

*Exhibit 12*

-- Which state gets the most denied

SELECT COUNT(\*) AS number\_visas, em.employer\_name, ca.visa\_class, wo.worksite\_state

FROM case\_application AS ca

INNER JOIN employer AS em ON em.employer\_id = ca.employer\_id

INNER JOIN worksite AS wo ON wo.worksite\_id = ca.worksite\_id

INNER JOIN soc AS so ON so.soc\_id = ca.soc\_id

INNER JOIN status AS st ON st.status\_id = ca.case\_status\_id

WHERE visa\_class = "H-1B"

AND case\_status\_id = "1030"

GROUP BY em.employer\_id, em.employer\_name, wo.worksite\_state

ORDER BY number\_visas DESC, em.employer\_id

LIMIT 10;

number_visas	employer_name	visa_class	worksite_state
▶ 122	HCL America Solutions Inc	H-1B	CA
50	HCL America Solutions Inc	H-1B	MA
30	HCL America Solutions Inc	H-1B	NJ
19	D3E Inc	H-1B	CA
18	HCL America Solutions Inc	H-1B	WA
18	HCL America Solutions Inc	H-1B	NC
13	Google LLC	H-1B	CA
12	Mass General Brigham Incorporated	H-1B	MA
12	HCL America Solutions Inc	H-1B	TX
11	Oath Holdings Inc	H-1B	CA

*Exhibit 13*

-- Which state gets the most accepted

```

SELECT COUNT(*) AS number_visas, em.employer_name, ca.visa_class, wo.worksite_state
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
INNER JOIN soc AS so ON so.soc_id = ca.soc_id
INNER JOIN status AS st ON st.status_id = ca.case_status_id
WHERE visa_class = "H-1B"
AND case_status_id = "1010"
GROUP BY em.employer_id, em.employer_name, wo.worksite_state
ORDER BY number_visas DESC, em.employer_id
LIMIT 10;

```

number_visas	employer_name	visa_class	worksite_state
▶ 12691	Microsoft Corporation	H-1B	WA
11990	Google LLC	H-1B	CA
6260	Amazoncom Services LLC	H-1B	WA
5887	Apple Inc	H-1B	CA
5267	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	H-1B	TX
4885	AMAZONCOM SERVICES LLC	H-1B	WA
4157	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	H-1B	NJ
3460	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	H-1B	CA
3014	Amazoncom Services LLC	H-1B	CA
2899	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	H-1B	NC

*Exhibit 14*

How long is the approval process for the 5 biggest employers?

-- how long is the approval process for the fast company and slowest companies and hwat is the difference between the two?

```
SELECT DATEDIFF(ca.decision_date, ca.recieved_date) AS time_to_be_accepted, em.employer_name
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
INNER JOIN soc AS so ON so.soc_id = ca.soc_id
INNER JOIN status AS st ON st.status_id = ca.case_status_id
WHERE visa_class = "H-1B"
AND case_status_id = "1010"
GROUP BY time_to_be_accepted, em.employer_id, em.employer_name, wo.worksite_state
ORDER BY time_to_be_accepted, em.employer_id, em.employer_name
LIMIT 5;
```

	time_to_be_accepted	employer_name
►	4	E-GIANTS TECHNOLOGIES LLC
	4	E-GIANTS TECHNOLOGIES LLC
	4	LOGIC PLANET INC
	4	LOGIC PLANET INC
	4	THOUGHT BYTE INC

Exhibit 24

```
SELECT DATEDIFF(ca.decision_date, ca.recieved_date) AS time_to_be_accepted, em.employer_name
FROM case_application AS ca
INNER JOIN employer AS em ON em.employer_id = ca.employer_id
INNER JOIN worksite AS wo ON wo.worksite_id = ca.worksite_id
INNER JOIN soc AS so ON so.soc_id = ca.soc_id
INNER JOIN status AS st ON st.status_id = ca.case_status_id
WHERE visa_class = "H-1B"
```

*LIMIT 5;*

	time_to_be_accepted	employer_name
▶	29	APPLIED MATERIALS INC
	29	Sierra Consulting Inc
	26	COMPUNNEL SOFTWARE GROUP INC
	26	RANDSTAD TECHNOLOGIES LLC
	26	Salesforcecom Inc

Exhibit 25

## Power Query

Excel

File

Edit

View

Insert

Format

Tools

Data

Window

Help

Power Query Editor

Home

Transform

Add column

View

Help

Get Data

Close & load

Get data

Enter data

Options

Manage parameters

Refresh

Advanced editor

Choose columns

Remove columns

Reduce rows

Sort

Transform

Combine

Queries [6]

Append

case\_application

status

worksite

employer

soc

Table.ReorderColumns(#"Filtered rows", {"case\_id", "case\_status\_id", "worksite\_id", "employer\_id", "soc\_id", "visa\_class", "recieved\_date", "decision\_date", "wage", "end\_date", "begin\_date", "new\_employment", "continued\_employment"})

	case...	case_status...	worksite...	employer...	soc...	visa_cl...	recieved_d...	decision_d...	wa...
1	50000001	1010	3010	2001	151199	H-1B	9/25/2019	10/1/2019	6
2	50000002	1010	3010	2002	151199	H-1B	9/25/2019	10/1/2019	6
3	50001740	1010	3010	2002	151199	H-1B	9/26/2019	10/2/2019	6
4	50001843	1010	3030	2002	151132	H-1B	9/26/2019	10/2/2019	7
5	50001911	1010	3030	2002	151132	H-1B	9/26/2019	10/2/2019	6
6	50006271	1010	3220	2002	151132	H-1B	9/30/2019	10/4/2019	6
7	50006303	1010	3060	2002	151132	H-1B	9/30/2019	10/4/2019	8
8	50012091	1010	3060	2002	15113200	H-1B	10/4/2019	10/11/2019	7
9	50012380	1010	3150	2002	15113200	H-1B	10/4/2019	10/11/2019	7
10	50012382	1010	3070	2002	15113200	H-1B	10/4/2019	10/11/2019	9
11	50012385	1010	3150	2002	15113200	H-1B	10/4/2019	10/11/2019	1
12	50012406	1010	3150	2002	15113200	H-1B	10/4/2019	10/11/2019	1
13	50012706	1010	3130	2002	15119900	H-1B	10/4/2019	10/11/2019	1
14	50012750	1010	3060	2002	15113200	H-1B	10/4/2019	10/11/2019	8
15	50019854	1010	3030	2002	15119908	H-1B	10/11/2019	10/21/2019	7
16	50026512	1010	3110	2002	15113200	H-1B	10/17/2019	10/24/2019	7
17	50026513	1010	3270	2002	15113200	H-1B	10/17/2019	10/24/2019	8
18	50026741	1010	3070	2002	15113200	H-1B	10/17/2019	10/24/2019	9
19	50026807	1010	3070	2002	15113200	H-1B	10/17/2019	10/24/2019	9
20	50035651	1010	3010	2002	15113200	H-1B	10/24/2019	10/31/2019	8
21	50047868	1010	3040	2002	15113200	H-1B	11/5/2019	11/13/2019	7
22	50052294	1010	3210	2002	15113200	H-1B	11/7/2019	11/15/2019	7
23	50055277	1010	3040	2002	15113200	H-1B	11/11/2019	11/18/2019	8
24									

Query settings

Properties

Name

case\_application

Applied steps

Renamed co...

Reordered c...

Merged que...

Expanded st...

Reordered c...

Removed co...

Merged que...

Expanded w...

Reordered c...

Trimmed text

Replaced va...

Replaced va...

Trimmed tex...

Merged que...

Expanded e...

Reordered c...

Replaced va...

Reordered c...

Removed co...

Reordered c...

Removed co...

Filtered rows

Reordered c...

Read: Completed (5 m 37 s)

Columns: 13

Rows: 99+

Exhibit 26

## Schema

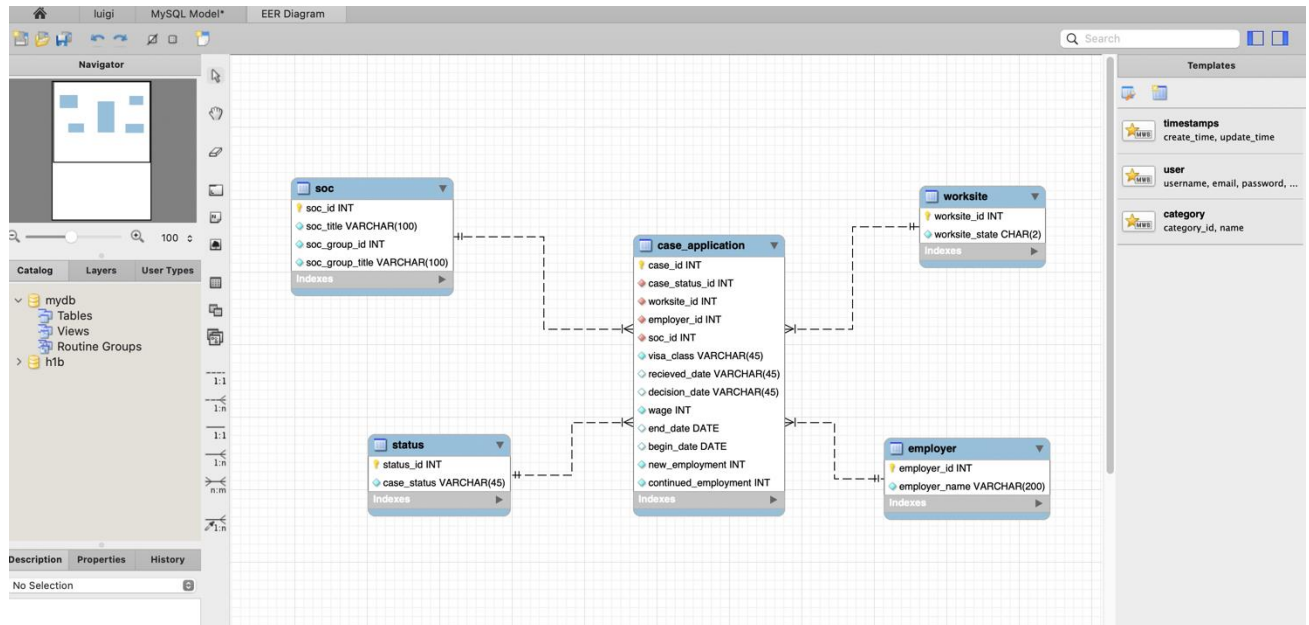


Exhibit 27