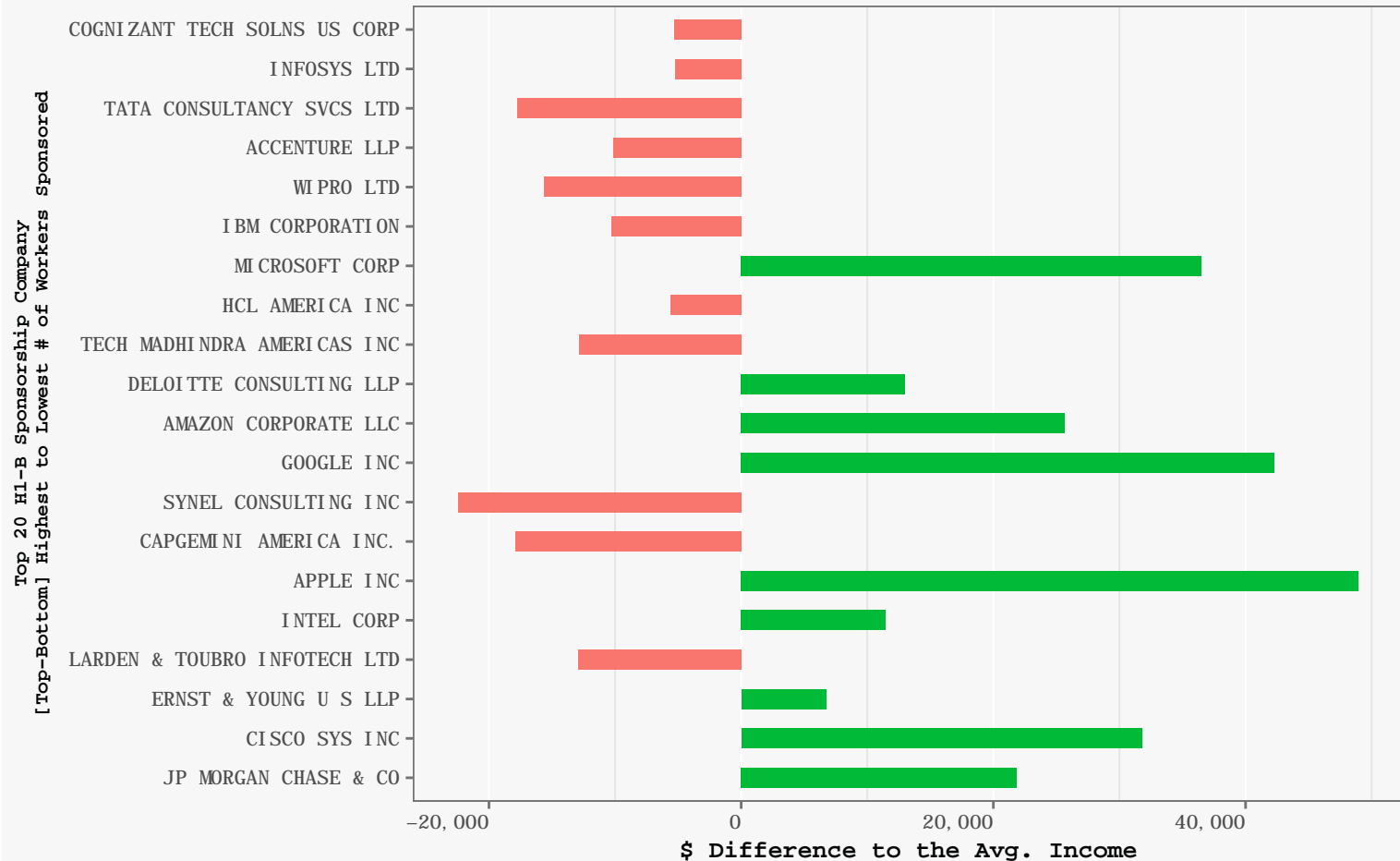


Offshore Outsourcing Companies Tends to Pay Lower Wages.

Top 20 H1-B Sponsors Avg. Wage Offer Compared to the Average Income of H1B Workers (Avg. 2016 H1B Wage = \$89,590)



Source: USCIS, H-1B Disclosure Data 2016