

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)**

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- 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)**

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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