

Application for Prevailing Wage Determination
Form ETA-9141
U.S. Department of Labor



Please read and review the filing instructions carefully before completing the Form ETA-9141. A copy of the instructions can be found on the Office of Foreign Labor Certification website at <https://www.dol.gov/agencies/eta/foreign-labor>. For all submissions, either electronic or paper, ALL required fields/items containing an asterisk (*) must be completed as well as any applicable fields/items where a response is conditional as indicated by the section (§) symbol.

A. Employment-Based Visa Information

| | |
|--|------|
| 1. Indicate the type of visa classification supported by this application (Write classification symbol): * | PERM |
|--|------|

B. Employer Point-of-Contact Information

Important note: The information contained in this section is for an employee authorized to act on behalf of the employer in labor certification or labor condition application matters. The information in this section must be different from the attorney or agent information listed in Section D, except when an attorney listed in Section D is an employee of the employer.

| | | |
|-----------------------------------|--|---|
| 1. Contact's last (family) name * | 2. First (given) name * | 3. Middle name(s) (if applicable) § |
| Dugad | Nirbhay Kantilal | |
| 4. Contact's job title * | Head HR, Administration & Commercial - North America | |
| 5. Address 1 * | 2701 Troy Center Drive | |
| 6. Address 2 | Suite 125 | |
| 7. City * | 8. State § MI | 9. Postal code *48084 |
| 10. Country * | 11. Province (if applicable) § | |
| United States Of America | | |
| 12. Telephone number * | 13. Extension (if applicable) § 2012 | 14. Business e-mail address * nirbhayd@tataelksi.com |

C. Employer Information

| | | |
|--|---|-----------------------|
| 1. Legal business name * | Tata Elksi Limited | |
| 2. Trade name/Doing Business As (DBA), if applicable § | | |
| 3. Address 1 * | 2701 Troy Center Drive | |
| 4. Address 2 | Suite 125 | |
| 5. City * | 6. State § MI | 7. Postal code *48084 |
| 8. Country * | 9. Province (if applicable) § | |
| United States Of America | | |
| 10. Telephone number * | 11. Extension (if applicable) § 2012 | |
| 12. Federal Employer Identification Number (FEIN from IRS) * | 13. NAICS code *541511 | |

D. Attorney or Agent Information (if applicable)

| | | |
|--|---|--------------------------|
| 1. Indicate the type of representation for the employer in the filing of this application * If D.1 is "Attorney" or "Agent" the remainder of this section is required | <input checked="" type="checkbox"/> Attorney <input type="checkbox"/> Agent <input type="checkbox"/> None | |
| 2. Attorney or agent's last (family) name § Coughlin | 3. First (given) name § Brian | 4. Middle name(s) § J |
| 5. Address 1 § 200 State Street | | |

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| | | |
|--|-----------------|---|
| 6. Address 2 (apartment/suite/floor and number) Floor 13 | | |
| 7. City § Boston | | 8. State § MA |
| 10. Country § UNITED STATES OF AMERICA | | 11. Province (if applicable) § |
| 12. Telephone number § +16175325892 | 13. Extension § | 14. Law firm/business e-mail address § BOS-Imm-Admin@fisherphillips.com |
| 15. Law firm/business name § Fisher & Phillips LLP | | 16. Law firm/business FEIN § 58-0619559 |

E. Wage Source Information

Refer to instructions for all supporting documents required in this section.

| | |
|--|--|
| 1. Is the employer covered by ACWIA, as described in 20 CFR 656.40(e)(1)? * (Not applicable for H-2B) | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A |
| a. If "Yes," identify which ACWIA provision the employer is covered under (choose all that apply): § | |
| <input type="checkbox"/> (i) Institution of higher education | |
| <input type="checkbox"/> (ii) Affiliated or related nonprofit entity connected or associated with an institution of higher education | |
| <input type="checkbox"/> (iii) Nonprofit research organization or Governmental research organization | |
| b. If the employer has previously been determined not covered under ACWIA, does the employer have any reason to believe that its status has changed? § | <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A |
| 2. Is the position covered by a professional sports league rules or regulations? § | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| 3. Is the position covered by a Collective Bargaining Agreement (CBA)? § | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A |
| 4. Is the employer requesting a prevailing wage based on the Davis-Bacon Act (DBA) or McNamara Service Contract Act (SCA) (Not applicable for H-2B)? * | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| a. If "Yes," identify which wage source the employer is requesting: § | |
| <input type="checkbox"/> DBA <input type="checkbox"/> SCA | |
| 5. Is the employer requesting consideration of a survey as a wage source in determining the prevailing wage? * | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| If "Yes," 5.a and 5.b must be completed. (If this is a request to use a survey in the H-2B program, Form ETA-9165 must also be completed.) | |
| a. Survey name or title: § | |
| b. Survey date of publication or, if not published, date of submission to DOL: § | |

F. Job Offer Information

a. Job Description

| |
|--|
| 1. Job title * Automation Developer |
| 2. Job duties: Description of the specific services or labor to be performed. * (All job duties must be disclosed. A description of the job duties MUST begin in this space. For mail-in applications, an addendum may be used to complete the response fully.) |
| Execute test suites, specifications, automation tools, and scripts on integrated TV platforms. Submit builds for certification and deployment. Conduct performance and memory analysis using Grafana and automation scripts to profile CPU, memory, and video rendering under runtime load on various SoC variants with high- and low-RAM configurations. Define test plans for migration scenarios, persistent data, cloud configurations, platform upgrades and rollbacks across legacy, retail, and newly manufactured devices. Validate APIs, plugins, error handling, and post-migration flows, including fallback handling. Maintain test coverage and system health analysis based on field issues, telemetry, Splunk data, stack trace crashes, and cross-team feedback. Triage product defects by reproducing real-time conditions, isolating root causes, and providing diagnostic logs and technical insights for resolution. |

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| | | |
|---|--|---|
| 3. Does this position supervise the work of other employees? * | | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| a. If "Yes," please indicate the SOC code(s) and SOC title(s) of the occupation(s) of the employees to be supervised: § | | |

b. Minimum Job Requirements

| | | |
|--|--|--|
| 1. Education: Minimum U.S. degree required * | | |
| <input type="checkbox"/> None <input type="checkbox"/> High school/GED <input type="checkbox"/> Associate's <input checked="" type="checkbox"/> Bachelor's <input type="checkbox"/> Master's <input type="checkbox"/> Doctorate (Ph.D.) <input type="checkbox"/> Other degree (J.D., M.D., etc.) | | |
| a. If "Other degree" in question 1, specify the U.S. degree required § | | b. Indicate the major(s) and/or field(s) of study required § (May list more than one related major and more than one field) |
| | | Please See Addendum |
| 2. Does the employer require a second U.S. degree? * | | |
| <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | |
| a. If "Yes" in question 2, indicate the second U.S. degree and the major(s) and/or field(s) of study required § N/A | | |
| 3. Is training for the job opportunity required? * | | |
| a. If "Yes" in question 3, specify the number of <u>months</u> of training required § | | b. Indicate the field(s)/name(s) of training required § (May list more than one related field and more than one type) N/A |
| 4. Is employment experience required? * | | |
| a. If "Yes" in question 4, specify the number of <u>months</u> of experience required § | | b. Indicate the occupation required § |
| 5. Special skills or other requirements: Does the employer require any specific or other requirements? * | | |
| <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | |
| a. If "Yes," check all that apply and specify the requirement(s): § | | |
| <input type="checkbox"/> (i) License/Certification: | | |
| <input type="checkbox"/> (ii) Foreign language: | | |
| <input type="checkbox"/> (iii) Residency/Fellowship: | | |
| <input checked="" type="checkbox"/> (iv) Other special skills or requirements: Please See Addendum | | |

c. Alternative Job Requirements

While an employer may specify alternative requirements, the substantial equivalency of the alternative requirements to minimum requirements will not be evaluated. (Not applicable for H-2B)

| | | |
|---|--|---|
| 1. Are alternate sets of education, training, and/or experience accepted? § | | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
|---|--|---|

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If c.1 is "Yes," c.2, c.3, and c.4 must be completed.

2. Specify the alternate level of education: U.S. degree accepted §

None High school/GED Associate's Bachelor's Master's Doctorate (Ph.D.) Other degree (J.D., M.D., etc.)

a. If "Other degree" in question 2, specify the U.S.degree accepted §

b. Indicate the major(s) and/or field(s) of study accepted § (May list more than one related major and more than one field)

3. Is alternate training for the job opportunity accepted? §

Yes No

a. If "Yes" in question 3, specify the number of months of alternate training accepted §

b. Indicate the field(s)/name(s) of training accepted § (May list more than one related field and more than one type)

N/A

4. Is alternate employment experience accepted? §

Yes No

a. If "Yes" in question 4, specify the number of months of alternate experience accepted §

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5. Special skills or other requirements: Does the employer require any specific or other requirements? *

Yes No

a. If "Yes," check all that apply and specify the requirement(s) §

(i) License/Certification:
 (ii) Foreign language:
 (iii) Residency/Fellowship:
 (iv) Other special skills or requirements:

Please See Addendum

d. Other Information

| | |
|---|---|
| 1. Suggested SOC (O*NET/OEWS) code * | a. Suggested SOC (O*NET/OEWS) occupation title * 15-1253.00 Software Quality Assurance Analysts and Testers |
| 2. Job title of the official the employee will report to for this job opportunity (if applicable) § | Senior Director and Head of Solution and Offerings, MSO Business |
| 3. Will travel be required in order to perform the job duties? * | a. If "Yes," provide geographic location and frequency of the travel § <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please See Addendum |

e. Place of Employment Information

| | | | | | |
|---|------------|--|------------------|---|--|
| 1. Worksite address 1 * 2701 Troy Center Drive | | a. Suggested SOC (O*NET/OEWS) occupation title * 15-1253.00 Software Quality Assurance Analysts and Testers | | | |
| 2. Address 2 Suite 125 | | b. Suggested SOC (O*NET/OEWS) occupation title * 15-1253.00 Software Quality Assurance Analysts and Testers | | | |
| 3. City * | 4. State * | 5. County * | 6. Postal code * | | |
| Troy | MI | Oakland County | 48084 | 7. Will work be performed in any Bureau of Labor Statistics Area (Metropolitan or Non-Metropolitan Statistical Areas) other than the Bureau of Labor Statistics Area of the address listed above, or, in the case of Bureau of Labor Statistics areas with multiple county-level prevailing wage rates, in a county other than the county of the address listed above? * (If "Yes," a completed Appendix A is required) | |

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G. Prevailing Wage Determination

| FOR OFFICIAL GOVERNMENT USE ONLY | |
|--|---|
| 1. PWD tracking number: P-100-25177-130832 | 2. PW receipt date: 06/26/2025 |
| 3. SOC code: 15-1253 | a. SOC occupation title: Please See Addendum |
| While all prevailing wages are issued at the six-digit SOC code level, O*NET includes extended eight-digit occupations. If applicable, the O*NET eight-digit extension code is listed below. | |
| b. O*NET code: N/A | c. O*NET occupation title: N/A |
| When the job opportunity represents a combination of occupations, listed below are the other occupations. | |
| d. O*NET code: | e. O*NET occupation title: |
| 4. Prevailing wage: (based on the primary worksite location. See Item 6 below for details). For H-1B, H-1B1, E-3, and PERM only, this wage is based on the minimum job requirements for the position. \$ 85571 . 00 | |
| a. Per: (Choose only one) <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Bi-Weekly <input type="checkbox"/> Month <input checked="" type="checkbox"/> Year | b. OEWS wage level: <input type="checkbox"/> I <input checked="" type="checkbox"/> II <input type="checkbox"/> III <input type="checkbox"/> IV <input type="checkbox"/> OEWS mean <input type="checkbox"/> N/A |
| c. Prevailing wage source (Choose only one): <input checked="" type="checkbox"/> OEWS (All Industries) <input type="checkbox"/> OEWS (ACWIA) <input type="checkbox"/> CBA <input type="checkbox"/> DBA <input type="checkbox"/> SCA <input type="checkbox"/> Alternative survey <input type="checkbox"/> Professional sports league rules or regulations | d. If "Survey" in question 4.c, specify the name of the survey: |
| 5. Prevailing wage: (based on the primary worksite location. See Item 6 below for details). For H-1B, H-1B1, E-3, and PERM only. This wage is based on the alternative job requirements for the position (does not apply to H-2B). \$ 85571 . 00 | |
| a. Per: (Choose only one) <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Bi-Weekly <input type="checkbox"/> Month <input checked="" type="checkbox"/> Year | b. OEWS wage level: <input type="checkbox"/> I <input checked="" type="checkbox"/> II <input type="checkbox"/> III <input type="checkbox"/> IV <input type="checkbox"/> OEWS mean <input type="checkbox"/> N/A |
| c. Prevailing wage source (Choose only one): <input checked="" type="checkbox"/> OEWS (All Industries) <input type="checkbox"/> OEWS (ACWIA) <input type="checkbox"/> CBA <input type="checkbox"/> DBA <input type="checkbox"/> SCA <input type="checkbox"/> Alternative survey <input type="checkbox"/> Professional sports league rules or regulations | d. If "Survey" in question 5.c, specify the name of the survey: |
| 6. The wage is based on the following BLS area (Metropolitan or Non-Metropolitan Statistical Area): Detroit-Warren-Dearborn, MI | |
| 7. The highest PWD out of all H-2B worksites for which a prevailing wage determination was requested: \$ N/A . 00 per hour. | |
| 8. Additional notes regarding wage determination: Please See Addendum | |
| 9. Determination date: 11/5/2025 | 10. Expiration date: 6/30/2026 |

For public burden statement information, please see the Form ETA-9141 General Instructions.

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ADDENDUM

Section F.b.1.b: Other major(s) and/or fields(s) of study required

Addendum for Section F.b.1.b: Other major(s) and/or fields(s) of study required

Computer Science, Engineering (any), Information Technology, Computer Information Systems, Management Information Systems, OR a related field

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ADDENDUM

Section F.b.5.a(iv): Special Skills, Other Special Skills or Requirements

Addendum for Section F.b.5.a(iv): Special Skills, Other Special Skills or Requirements

Bachelor's degree (or foreign equivalent) in Computer Science, Engineering (any), Information Technology, Computer Information Systems, Management Information Systems, OR related field. Experience must include demonstrable knowledge: Linux; JavaScript; Python; Bugzilla; and Jira. In lieu of Bachelor's degree, will accept two (2) years of experience in the job offered or in a related position. Multiple positions available. Travel to unanticipated client locations throughout the U.S. approximately 30% as required. May telecommute from any location within the U.S. Any suitable combination of education, training, or experience is acceptable.

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ADDENDUM

Section F.c.5.a(iv): Special Skills, Other Special Skills or Requirements

Addendum for Section F.c.5.a(iv): Special Skills, Other Special Skills or Requirements

Bachelor's degree (or foreign equivalent) in Computer Science, Engineering (any), Information Technology, Computer Information Systems, Management Information Systems, OR related field. Experience must include demonstrable knowledge: Linux; JavaScript; Python; Bugzilla; and Jira. In lieu of Bachelor's degree, will accept two (2) years of experience in the job offered or in a related position. Multiple positions available. Travel to unanticipated client locations throughout the U.S. approximately 30% as required. May telecommute from any location within the U.S. Any suitable combination of education, training, or experience is acceptable.

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ADDENDUM

Section F.d.3.a: Travel Details

Addendum for Section F.d.3.a: Travel Details

Travel to unanticipated client locations throughout the U.S. approximately 30%, as required.

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ADDENDUM

Section G.3 & G.3.a: SOC Code & SOC Title

Addendum for Section G.3 & G.3.a: SOC Code & SOC Title

15-1253: Software Quality Assurance Analysts and Testers

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ADDENDUM

Section G.8: Additional Notes

Addendum for Section G.8: Additional Notes

The wage for nonspecific locations reflects the area of intended employment entered in F.e.4 and F.e.5.

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