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 becompleted 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 §	9. Postal code *
Troy	MI	48084

10. Country *	11. Province (if applicable) §
United States Of America	

12. Telephone number *	13. Extension (if applicable) §	14. Business e-mail address *
+1 (408) 894-8282	2012	nirbhayd@tataelxsi.com

C. Employer Information

1. Legal business name *
Tata Elxsi 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 §	7. Postal code *
Troy	MI	48084

8. Country *	9. Province (if applicable) §
United States Of America	

10. Telephone number *	11. Extension (if applicable) §
+1 (408) 894-8282	2012

12. Federal Employer Identification Number (FEIN from IRS) *	13. NAICS code *
52-2103083	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	☒ Attorney ☐ Agent ☐ None

2. Attorney or agent's last (family) name §	3. First (given) name §	4. Middle name(s) §
Coughlin	Brian	J

5. Address 1 § 200 State Street

6. Address 2 *(apartment/suite/floor and number)* Floor 13			
7. City § Boston		8. State § MA	9. Postal code § 02109
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.

	Yes	No	N/A
1. Is the employer covered by ACWIA, as described in 20 CFR 656.40(e)(1)? * (Not applicable for H-2B)	☐ Yes	☒ No	☐ N/A
a. If "Yes," identify which ACWIA provision the employer is covered under (choose all that apply): § ☐ (i) Institution of higher education ☐ (ii) Affiliated or related nonprofit entity connected or associated with an institution of higher education ☐ (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? §	☐ Yes	☐ No	☐ N/A
2. Is the position covered by a professional sports league rules or regulations? §	☐ Yes	☒ No	
3. Is the position covered by a Collective Bargaining Agreement (CBA)? §	☐ Yes	☒ No	☐ 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)? *	☐ Yes	☒ No	
a. If "Yes," identify which wage source the employer is requesting: § ☐ DBA ☐ SCA			
5. Is the employer requesting consideration of a survey as a wage source in determining the prevailing wage? *	☐ Yes	☒ 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 * Software Quality Assurance Analysts & Testers
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.)   Please See Addendum

3. Does this position supervise the work of other employees? *	❑ Yes	☒ 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 *
❑ 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 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? *		❑ Yes ☒ 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? *		❑ Yes ☒ No
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? *		❑ Yes ☒ No
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? *		☒ 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		

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? §		☒ Yes ❑ No

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 <u>months</u> 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 <u>months</u> 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 * 15-1253.00	a. *Suggested* SOC (O*NET/OEWS) occupation title * Software Quality Assurance Analysts and Testers
2. Job title of the official the employee will report to for this job opportunity (if applicable) *§* Manager	
3. Will travel be required in order to perform the job duties? * ☒ Yes ☐ No	a. If "Yes," provide geographic location and frequency of the travel *§* Please See Addendum

e. Place of Employment Information

1. Worksite address 1 * 2701 Troy Center Drive			
2. Address 2 Suite 125			
3. City * Troy	4. State * MI	5. County * Oakland County	6. Postal code * 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)			☐ Yes ☒ No

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G. Prevailing Wage Determination

FOR OFFICIAL GOVERNMENT USE ONLY	
1. PWD tracking number: P-100-25230-247706	2. PW receipt date: 08/18/2025
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)	b. OEWS wage level:
☐Hour ☐Week ☐Bi-Weekly ☐Month ☒Year	☐ I ☒ II ☐ III ☐ IV ☐ OEWS mean ☐ N/A
c. Prevailing wage source (Choose only one): ☒OEWS (All Industries) ☐OEWS (ACWIA) ☐CBA ☐DBA ☐SCA ☐Alternate survey ☐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)	b. OEWS wage level:
☐Hour ☐Week ☐ Bi-Weekly ☐Month ☒Year	☐ I ☒ II ☐ III ☐ IV ☐ OEWS mean ☐ N/A
c. Prevailing wage source (Choose only one): ☒OEWS (All Industries) ☐OEWS (ACWIA) ☐CBA ☐DBA ☐SCA ☐Alternative survey ☐Professional sports league rules or regulations	d. If "Survey" in question 5c, 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 . per hour.

8. Additional notes regarding wage determination: Please See Addendum

9. Determination date: 12/18/2025	10. Expiration date: 6/30/2026

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

ADDENDUM
Section F.a.2: Job Duties

Addendum for Section F.a.2: Job Duties

Conduct complex software quality assurance tasks, and participate in agile ceremonies such as planning, grooming, scrums and retrospective meetings. Analyze customer and business requirements for automation needs and translate into software requirement specification. Design and develop automation scripts for functional validation of components and enhance current features. Assess feasibility of automating new features with Automation framework and identify enhancements needed. Analysis of execution results of automation scripts to identify feature defects before these escape to field. Support QA team on validation of features using automation scripts and field reported issue reproduction. Define high-level test scenarios based on requirements and classify as positive, negative and boundary test cases. Create test cases with detailed steps as per high-level test scenarios and map to requirements. Identify potential test cases to be automated. Create the automated test scripts and evaluate for stability and performance. Create pipeline configurations for daily build creation and automated execution. Constantly improve automation coverage by automating test cases to achieve optimal test cycle. Create test report after detailed test pack execution and provide detailed defect summary for development and product teams. Provide trainings and demos for teams using automation framework for testing.

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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 PLUS demonstrable knowledge: Java; Python; GitHub; Junit; SpringBoot; AWS; MongoDB; Apache Kafka, and; Confluence. Required knowledge may be gained prior to or concurrent with Bachelor's degree. 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 PLUS demonstrable knowledge: Java; Python; GitHub; Junit; SpringBoot; AWS; MongoDB; Apache Kafka, and; Confluence. Required knowledge may be gained prior to or concurrent with Bachelor's degree. 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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