

## MIT Employer Attestation on Commensurate Compensation

Student Name: \_\_\_\_\_

Title: \_\_\_\_\_ Department: \_\_\_\_\_

Hours/Week: \_\_\_\_\_ Salary/year: \_\_\_\_\_

As described in the F-1 STEM OPT Rule at 8CFR 214.2(f)(10)(ii)(C)(8), the employer is required to complete and attest in the Form I-983, *Training Plan for STEM OPT Student*, that the terms and conditions of the STEM practical training opportunity – including duties, hours, and compensation – are commensurate with the terms and conditions applicable to the employer’s similarly situated U.S. workers. If the employer does not employ and has not recently employed more than two similarly situated U.S. workers in the area of employment, the employer remains obligated to meet the terms and conditions of other similarly situated U.S. workers in the area of employment. (See \* below)

**Compensation for the above referenced position has been determined based on one of the following methods: (check one only )**

1. \_\_\_\_\_ **MIT Postdoctoral Wage Guidelines** <https://postdocs.mit.edu/about/vice-president-research-statement-salary-and-benefits> )

MIT has an annual minimum salary/stipend level for all Postdoctoral Associates and Fellows, set by Vice President of Research and based on the National Institute of Health (NIH) threshold. This stipend level is applicable to U.S. citizens, U.S. permanent residents, and foreign nationals.

2. \_\_\_\_\_ **Our Departmental Wage Guideline for Postdoctoral Researchers:**

Our department/lab/center has its own specific wage guidelines for Postdoctoral Associates and Fellows, while also meeting the MIT Postdoctoral Wage Guidelines. The salary/stipend level is applicable to U.S. citizens, U.S. permanent residents and foreign nationals.

3. \_\_\_\_\_ **Other Similarly Situated U.S. Workers in the Department/Lab/Center:**

In our department/lab/center, we have more than two U.S. citizens or U.S. permanent residents who perform similar duties, have similar educational backgrounds, employment experience, level of responsibilities and skill sets. The salary/stipend for the position title listed above is within the range of salaries paid to those similarly situated U.S. workers.

4. \_\_\_\_\_ **Department of Labor, Office of Foreign Labor Certification’s Online Wage Library\*:**

In our department/lab/center, we have not recently employed more than two similarly situated U.S. workers. Therefore, the salary/stipend for the above referenced position has been determined based on the Department of Labor, Office of Foreign Labor Certification’s online wage library, ACWIA wage data, in the same geographic area.

<http://www.flcdatcenter.com/OesWizardStart.aspx> \*Please contact ISchO if you have questions related to selection of the appropriate job classification and the level.

\_\_\_\_\_  
Name of the DLC Designate (AO/Personnel Administrator)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date