

H-1B VISA HIGH-WAGE COMPENSATION REPORT

Fiscal Years 2024–2025 | VisaVerge.com

EXECUTIVE SUMMARY

The H-1B program now comprises three distinct compensation tiers: commoditized services (\$85K–\$95K), professional product roles (\$150K–\$250K), and hyper-specialized elite positions (\$300K–\$2M+). This report analyzes the high-wage segments driving elite foreign worker compensation.

Tier	Description	Salary Range
Commoditized Services	IT outsourcing, staffing	\$85,000 – \$95,000
Professional Product	Big Tech, corporate	\$150,000 – \$250,000
Hyper-Specialized Elite	AI, Quant Finance, Surgery	\$300,000 – \$2,000,000+

TOP AI LAB COMPENSATION (FY 2024)

AI research labs have established a new compensation ceiling 50–100% higher than traditional Big Tech. The 'Member of Technical Staff' title correlates with some of the highest base salaries in the US immigration system.

Employer	Min Base	Max Base	Avg Base
Anthropic	\$315,000	\$690,000	~\$400,000
OpenAI	\$210,000	\$685,000	~\$323,500
Thinking Machines	\$250,000	\$550,000	~\$400,000
XAI	\$200,000	\$430,000	~\$290,500
Waveforms AI	\$250,000	\$400,000	~\$311,000

QUANTITATIVE FINANCE SECTOR

The quant finance sector offers highest consistent cash compensation. Year-end bonuses often equal 100%+ of base salary, meaning a \$275K LCA filing typically represents \$500K–\$700K total cash compensation.

Employer	Job Title	Base Range	Max
Jane Street	Quant Researcher	\$250K – \$400K	\$400K+
D.E. Shaw	Technical Staff	\$200K – \$568K	\$568K
Hudson River Trading	Algorithm Developer	\$200K – \$350K	\$350K+
Two Sigma	Quant Researcher	\$175K – \$325K	\$325K
Citadel Securities	Quant Developer	\$200K – \$300K	\$300K

MEDICAL SPECIALISTS

Specialty	Average Base	Top Decile
Neurosurgery	\$450,000	\$775,000+
Orthopedic Surgery	\$420,000	\$700,000+
Interventional Cardiology	\$400,000	\$650,000
Anesthesiology	\$380,000	\$538,000
Radiology	\$360,000	\$526,000
Gastroenterology	\$350,000	\$550,000

Rural Premium: Iowa Physicians Clinic (~\$362K avg) and Eastern Maine Medical Center (~\$324K avg) often out-earn urban counterparts due to J-1 Waiver recruiting requirements.

ELITE LAW FIRMS (BIG LAW)

Big Law firms follow the Cravath Scale lockstep compensation, providing the most predictable high wages. First-year associates start at ~\$225K, rising to \$435K+ for seniors.

Firm	Avg H-1B Salary	Volume
Paul Weiss Rifkind Wharton	\$265,911	196
Debevoise & Plimpton	\$259,864	120
Skadden Arps	\$257,683	139
Milbank LLP	\$256,067	116
Simpson Thacher & Bartlett	\$254,646	226

TECHNOLOGY SECTOR

Company	Industry Focus	Avg Base	Notes
Netflix	Streaming	~\$205,000	All-cash compensation
Nvidia	Hardware/AI	~\$205,000	Chip design premium
LinkedIn	Social/Data	~\$205,000	Data science focus
ByteDance	Social/ML	~\$197,000	Algorithm intensity
Meta	Social/AI	~\$196,000	Research scientists
Apple	Hardware	~\$190,000	Engineers
Airbnb	Gig Economy	~\$180,000	Senior engineers

TOP INDIVIDUAL H-1B FILINGS (FY 2024/2025)

Job Title	Company	Salary
Partner, Structured Equity	Coatue Management	\$2,000,000
Chief Financial Officer	J Global Energy	\$2,000,000
CEO	WP Company LLC	\$2,000,000
President & CEO	Natl Assoc. Conv. Stores	\$1,900,000
Director, Structural Heart	AHS Hospital Corp	\$1,600,000
Professor of Surgery	Tulane University	\$1,600,000

MASTER RANKING: TOP 15 BY AVERAGE SALARY

#	Company	Industry	Avg Salary
1	Iowa Physicians Clinic	Healthcare	~\$362,000
2	Anthropic	AI Research	~\$350,000+

3	OpenAI	AI Research	~\$325,000+
4	Jane Street	Finance	~\$300,000
5	Citadel/Securities	Finance	~\$280,000
6	Paul Weiss	Law	~\$265,000
7	Skadden Arps	Law	~\$257,000
8	Netflix	Tech	~\$205,000
9	Nvidia	Tech	~\$205,000
10	LinkedIn	Tech	~\$205,000
11	ByteDance	Tech	~\$197,000
12	Meta	Tech	~\$196,000
13	Apple	Tech	~\$190,000
14	Airbnb	Tech	~\$180,000
15	D.E. Shaw	Finance	~\$170,000*

*D.E. Shaw avg pulled down by non-quant roles; top end reaches \$568K

KEY TAKEAWAYS

1. **AI Labs** (Anthropic, OpenAI) have established a new ceiling 50–100% higher than Big Tech
2. **Quant Finance** offers highest consistent cash with bonuses often doubling base salary
3. **Medical Specialists** in rural areas often out-earn urban counterparts
4. **Big Law** provides most predictable high wages via lockstep compensation
5. **IT Outsourcing** faces potential extinction under proposed wage-weighted selection rules