

After Decimating U.S. Manufacturing, Wal-Mart Takes Aim at the Information Technology Sector

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On Wednesday April 1, the U.S. Customs and Immigration Services (USCIS) will receive a flood of Labor Condition Application (LCA) petitions from employers —the first step in the annual H-1B visa process that allows U.S. companies to bring high-skill “guest workers” to the U.S. for up to 6 years. At the same time, corporate lobbying groups like FWD.us will likely be making the rounds on the Hill, aiming to almost triple the number of H-1B visas allotted annually. New research reveals that Walmart, the world’s largest retailer, has quietly joined their effort – and the company has itself become a major user of the H-1B program.

Summary of Key Findings

- Walmart is lobbying for a massive increase in the number of H-1B visas. Walmart or Walmart principals back FWD.us and Compete America, the major lobbying groups working to **triple** the availability of H-1B work visas.
- Walmart filed **1,800** petitions (certified LCAs) for H-1B visas in IT-related occupations between 2007 and 2014. These H-1B visa holders work for Walmart in areas like software development, collaborative applications, data management, system maintenance, and other IT fields.
- Between 2007 and 2014, IT contractors have filed almost **15,000** petitions (certified LCAs) for H-1B visas for work placed in Bentonville, Arkansas, home to Walmart’s headquarters and information technology center. Walmart is a known client of these controversial outsourcing contractors, including Infosys, Cognizant and Wipro.¹
- Walmart is driving down standards in the tech industry in the U.S. by using H-1B visas and contractors excessively, and violating the spirit, if not the letter of the visa program. This **keeps costs low and allows for IT guest workers to be paid less**.
- Walmart and its outsourced IT operations at contractors do not hold up their end of the immigration bargain: they **rarely** apply for green cards for H-1B visa workers. In some years, they **submit no green card applications at all**.
- Walmart and its IT contractors have made **Bentonville, Arkansas, a high H-1B visa-density area** for IT guest workers. Walmart and its IT contractors are clearly availing themselves of high quantities of H-1B visas for tech workers in Bentonville, suggesting that Arkansian STEM graduates, and STEM students generally, are likely overlooked in favor of IT guest workers that are paid below market wages and have few rights.
- Walmart’s key vendor Infosys was prosecuted for committing **visa fraud** in 2013—for using B-1 instead of H-1B or other visas. Infosys paid \$35 million in a settlement with the U.S. government.²

¹ We carried out thorough online searches on relationships between Walmart and the companies listed in Table 6. Client lists and online resumes of Walmart IT workers verify that these companies perform IT work for Walmart. While we cannot be certain that the workers at Walmart or the IT contractors held or hold H-1B visas, the evidence suggests that some of them may well have held or hold such visas.

² [“IT Becomes Mired In Immigration,”](#) Joel Schectman, Wall Street Journal, December 27, 2013.

Discussion

Well-known tech companies like Google and Facebook are typically in the forefront of the debate over reforms to the H-1B visa program. So, it may come as a surprise that mega-retailer Walmart is influential in both heated policy debates over, and the employment of IT guest workers using H-1B visas; many of whom are located in Bentonville, Arkansas.

While the use of H-1B work visas is commonplace among tech companies, at universities, and even with pharmacies, our research reveals that Walmart is the **only brick and mortar retailer** to use a substantial amount of H-1B work visas to hire IT workers.³

Despite Walmart's attempts to brand itself as all-American, the company's aggressive cost-cutting and outsourcing have contributed significantly to the decline of U.S. manufacturing. Walmart's purchasing practices eliminated nearly 200,000 U.S. manufacturing jobs between 2000 and 2006 alone, according to one study.⁴

Under pressure from renewed criticism over its impact on the U.S. economy, Walmart has recently rolled out a public relations campaign touting its dubious commitments to Made-in-America products⁵ and the renewal of U.S. manufacturing.⁶

At the same time, Walmart is busy applying the cost-cutting and outsourcing strategies that decimated U.S. manufacturing to one of the last bulwarks of the American middle class – the information technology sector. Walmart and its outsourcing contractors are using H-1B visas to create a permanent, but rotating, pool of underpaid and disempowered temporary foreign workers. Walmart adds to the negative impact of these practices on the U.S. labor market by offshoring IT work directly, and through major IT outsourcing companies.

³ ["New data reveals it's not just IT companies using H-1B guest workers,"](#) Vox, Matt Yglesias, November 18, 2014. Although CVS is a top user, according to our analysis, its H-1B visas are not for IT-related positions. Also see ["Top 100 H-1B Visa Users in 2014,"](#) at www.myvisajobs.com.

⁴ ["The Wal-Mart effect: Its Chinese imports have displaced nearly 200,000 U.S. jobs,"](#) Economic Policy Institute, Robert E. Scott, June 25, 2007.

⁵ ["Walmart's Made in the USA Television are Allegedly Made in China,"](#) Think Progress, Alan Pyke, November 12, 2014.

⁶ See Walmart's ["U.S. Manufacturing Initiative."](#)

Detailed Findings

Walmart Backs Top Lobbying Groups for H-1B Visa Program Expansion

Walmart, or Walmart principals, are backers of the two groups leading lobbying efforts to expand the H-1B visa program. The lobbying group FWD.us was co-founded by Facebook CEO Mark Zuckerberg in 2013.⁷ Greg Penner, who is the current Vice Chairman and presumptive future Chairman of the Board of Directors of Walmart⁸ is also a key sponsor of FWD.us.⁹ Curiously, Penner is a senior official of the largest retailer in the world, yet the FWD.us website identifies him only as the General Partner of Madrone Capital Partners—an obscure, Walton family investment company.¹⁰ Walmart directors Marissa Mayer (Yahoo! CEO) and Keith Systrom (Instagram CEO) are also key sponsors of FWD.us. Walmart is a member of Compete America, the other major coalition that lobbies for expanding the H-1B visa program.¹¹

Walmart and its IT Contractors are Significant Employers of H-1B Visa Workers in IT

Our data analysis reveals that Walmart itself files a notable and increasing number of H-1B petitions for IT guest workers. Walmart had a total of almost **1,800** certified H-1B Labor Condition Application (LCA) petition filings for IT-related occupations between 2007 and 2014, with more than a 500% percent increase between 2007 and 2014 (Table 1).¹² These employees work in software development, collaborative applications, data management, system maintenance, and other IT fields for Walmart, as well as in developing Walmart's e-commerce technology platforms.

Table 1.

Walmart's H-1B Certified Labor Condition Applications (LCA) Filings in IT-Related Occupations	
Fiscal Year	Number of Filings
FY07	79
FY08	90
FY09	44
FY10	81
FY11	381
FY12	146
FY13	415
FY14	513
TOTAL	1,749

⁷ "[Mark Zuckerberg: Immigrants are the key to a knowledge economy](#)," Washington Post, Mark Zuckerberg, April 10, 2013.

⁸ "[Greg Penner Emerges as Heir to Wal-Mart's Chairmanship](#)," Bloomberg News, Renee Dudley, June 6, 2014.

⁹ See FWD.us' Major Contributors' page [here](#).

¹⁰ See Greg Penner's Stanford University biography [here](#), which states Madrone Capital Partners is a "private investment firm affiliated with S. Robson Walton and other family members."

¹¹ See Compete America's "Members" [page](#).

¹² Data retrieved from Department of Labor's Office of Foreign Labor Certification [Disclosure Data](#). Labor Condition Applications are the first step in the process for an H-1B visa. The sponsoring employer submits an LCA to the DOL. LCA forms are for new and renewed requests for workers. We used LCA data because it is publicly available for the largest span of time, and because it is the only data that has "Workplace Location" listed. LCA numbers do not translate directly to number of H-1B visa issuances.

Walmart is a Major Client of IT Outsourcing Contractors

Since 2007, IT contractors have filed almost **15,000** LCA petitions for H-1B visas for Bentonville, Arkansas, home to Walmart's headquarters and information technology center. Walmart is a significant user of these controversial contractors, including Infosys, Cognizant Technology Solutions, UST Global and Wipro, which are known as "outsourcers" in the industry because they maintain significantly-sized operations in India. We found almost 500 IT contractors that filed for H-1B petitions for tech positions in Bentonville since 2007. That's more than eight times as many H-1B petitions as Walmart filed directly (Table 2 and Table 6, attached, for full list). Walmart is the only Fortune 500 Company with its headquarters in *Bentonville, Arkansas* and it employs more than 50,000 people in the state of Arkansas.¹³

Fifty-five of these contractors list Walmart directly as a client or their employees have online profiles at resume-listing sites that state they worked for Walmart (some contractors, however, state on their websites that they cannot list clients for privacy reasons).¹⁴ The evidence suggests that Walmart is a key driver of the H-1B visa usage in Bentonville.

Table 2.

IT Contractors' H-1B Certified Labor Condition Applications (LCA) Filings in IT-Related Occupations for Tech Workers in Bentonville, Arkansas									
Company	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	Grand Total
INFOSYS LIMITED		85	322	1,060	523	994	646	327	3,957
COGNIZANT TECHNOLOGY SOLUTIONS U.S. CORPORATION		50	250	270	785	582	580	612	3,129
WIPRO LIMITED		225	200	118	784	832	740	193	3,092
UST GLOBAL, INC.				84	303	437	166	207	1,197
DELOITTE US (PARENT)		6	2	13	22	71	160	284	558
IBM INDIA PRIVATE LIMITED		4	102	35	102	90	55	75	463
TATA CONSULTANCY SERVICES LIMITED						20	236	123	379
ACCENTURE LLP					25	107	149	81	362
ORACLE AMERICA, INC.				100		100		6	206

¹³ Northwest Arkansas has three Fortune 500 companies, but Tyson Foods is located in Springdale, Arkansas, and J.B. Hunt Transport Services is located in Lowell, Arkansas. See also "[The Largest Employers in Your State](#)," By Thomas C. Frohlich, Alexander Kent and Mark Lieberman, 24/7 Wall Street, March 19, 2015.

¹⁴ We carried out thorough online searches on relationships between Walmart and the companies listed in Table 6. Client lists and online resumes of Walmart IT workers verify that these companies perform IT work for Walmart. While we cannot be certain that the workers at Walmart or the IT contractors held or hold H-1B visas, the evidence suggests that some of them may well hold such visas.

ITC INFOTECH (USA), INC.		9	5	4	10	14	37	86	165
SARASU IT SOLUTIONS LTD.	62	47	1						110
KEE TECHNOLOGIES GROUP INC.	2	24	4		2	7	13		52
HP ENTERPRISE SERVICES, LLC							21	30	51
COLLABERA INC.		1	2	7	12	4	13	2	41
PATNI AMERICAS INC.				1	1	30			32
EMERGTECH BUSINESS SOLUTIONS INC.		24	5		1				30
Other	2	142	114	127	200	116	193	126	1,020
TOTAL	66	617	1,007	1,819	2,770	3,404	3,009	2,152	14,844

Walmart Uses H-1B Visas and IT Contractors to Keep Costs Low and Pay IT Workers Less

While the use of H-1B work visas is commonplace in the tech industry, Walmart is the only brick and mortar retailer that uses H-1B visas to hire a substantial amount of IT workers.¹⁵ Walmart and its IT contractors are driving down standards in the tech industry in the U.S. by using H-1Bs visas excessively to keep costs low. As we move into the age of e-commerce and data privacy, Walmart must continue to make large investments in its own tech operations. Walmart will invest ~\$300-\$400 million in e-commerce in 2016 alone.¹⁶ In line with its well-known cost-cutting strategies, Walmart will likely make these cost pressures felt at the mid and lower ends of the workforce.

One shortcut that Walmart and its IT contractors have to lower costs is through exploiting weaknesses in the H-1B visa program. Although it requires that all companies pay H-1B workers a “prevailing wage¹⁷,” companies can circumvent the “legal definition of prevailing wage, which is riddled with loopholes that permit the underpayment of H-1B workers relative to the true market wage.”¹⁸ Companies can also misclassify H-1B workers to pay them a lower wage, or transfer workers to a higher-cost area while paying wages cited from a lower-cost area.

Phiroz Vandrevalla, a Director on the Board of Tata Consultancy Services, a major IT contractor, went as far as to say in a widely cited quote in 2003: *“Our wage per employee is 20-25 percent lesser than U.S.”*

¹⁵ [“New data reveals it's not just IT companies using H-1B guest workers,”](#) Vox, Matt Yglesias, November 18, 2014. Although CVS is a top user, according to our analysis, its H-1B visas are not for IT-related positions. Also see [“Top 100 H-1B Visa Users in 2014,”](#) at [www.myvisajobs.com](#).

¹⁶ “Walmart Stores: Downgrading to Equal Weight,” Equity Research, Consumer | U.S. Food & Drug Retailing, Barclays, February 20, 2015.

¹⁷ Prevailing wage is defined by average salary in a given occupation, for a given region and a specified number of years of experience.

¹⁸ [“Are foreign students the ‘best and brightest’? Data and implications for immigration policy,”](#) Economic Policy Institute, Norman Matloff, February 28, 2013.

wage for a similar employee. Typically, for a TCS employee with five years' experience, the annual cost to the company is \$60,000-70,000, while a local American employee might cost \$80,000-100,000."¹⁹

The H-1B visa program was developed to bring in "the best and the brightest," to allow the tech industry to compete on the world stage.²⁰ Companies lobbying for H-1B visa program reform claim there is a shortage of workers domestically to perform this work. Yet, the mean hourly wage for a computer programmer didn't increase enough between 2000 and 2011 to even beat inflation.²¹ If there were a labor shortage, the wage would rise significantly.

Not only does Walmart use the H-1B visa program to avoid hiring higher-paid workers domestically, it also directly outsources a number of IT jobs directly to India. Walmart has established an office in India called Remote Services Management that is part of its in-house IT operation.²² Walmart employed 400 employees at a unit called @WalmartLabs in India in Bangalore with plans to expand to 800 employees in 2014, at newly-opened Manyata Tech Park where it is building its e-commerce platform, Pangaia.²³

In addition, Walmart's IT contractors like Wipro, Collabera, Infosys and UST Global provide substantial services to Walmart from India, with contracts reportedly worth hundreds of millions of dollars annually; one estimate puts their worth at one billion.²⁴

Walmart and its IT Contractors Rarely Apply for Green Cards for Their H-1B Visa Workers, Yet Retaining Talent is the Point of the H-1B Visa Program

The H-1B visa is supposed to be a bridge to immigration for high-skilled workers who can make a contribution to U.S. competitiveness. Employers essentially hold H-1B visa holder's captive as employers are workers only path to a green card and citizenship. An IT guest worker can stay in the U.S. on an H-1B visa for up to six consecutive years and then must get residency with a green card or leave the U.S. **In perhaps the most offensive sleight of hand**, Walmart and its outsourced IT operations at contractors do not hold up their end of the bargain: they **rarely** apply for green cards for H-1B visa workers. In some years, they **submit no green card applications at all**.

As is shown in Table 3, Walmart and its IT contractors have a low "immigration yield" or ratio of permanent residence applications (green card) to new H-1B petitions. Walmart applied for green cards for just **9% of its H-1B visa holders between 2007 and 2013**. Instead, IT guest workers are sent home after they've acquired skills and work experience in the U.S.

¹⁹ ["Reports, Studies Shatter Myth that H-1B Visa Holders,"](#) Chris McManes, Institute of Electrical and Electronics Engineers, Inc., September 6, 2006.

²⁰ ["Are foreign students the 'best and brightest'? Data and implications for immigration policy,"](#) Economic Policy Institute, Norman Matloff, February 28, 2013.

²¹ ["STEM labor shortages? Microsoft report distorts reality about computing occupations,"](#) Economic Policy Institute, Daniel Costa, November 19, 2012.

²² ["Walmart raises IT sourcing from India,"](#) Business Standard, December 6, 2010. ["Walmart opens global IT base in India,"](#) ZDNet, Mannan Kakkar, December 8, 2010.

²³ ["Walmart to expand tech centre at Bangalore as it takes on e-commerce rival Amazon,"](#) India Economic Times, December 11, 2013. ["Bengaluru turns tech war zone for global retailers as biggies like Wal-Mart and Target scramble to hire engineers,"](#) The Economic Times of India, Pankaj Mishra, November 21, 2014.

²⁴ ["Walmart raises IT sourcing from India,"](#) Business Standard, December 6, 2010. ["Walmart opens global IT base in India,"](#) ZDNet, Mannan Kakkar, December 8, 2010.

Table 3.

Walmart's Immigration Yield from H-1B Guest Workers					
Fiscal Year	New I-129 Approvals	I-129 Extensions	Total I-129 Applications	PERM Applications	Immigration Yield
FY07	34	146	180	38	21%
FY08	36	155	191	0	0%
FY09	54	155	209	6	3%
FY10	37	143	180	48	27%
FY11	59	282	341	19	6%
FY12	55	190	245	0	0%
FY13	66	344	410	33	8%

Large IT contractors for which Walmart is a client, and which have a substantial presence in Bentonville, AR, like Infosys, Cognizant and Wipro, have extremely low rates of applications for green cards (Table 4).²⁵ Although it varies, some tech companies have higher numbers of green card applications—for comparison Microsoft had 938 certified green card applications in 2014, and Intel had 890.²⁶

This practice reflects employers' use of the H-1B program to create a permanent, but rotating, pool of relatively inexpensive and disempowered temporary foreign workers. It also drives down wages in the sector, according to Ron Hira, an expert in tech immigration issues.²⁷ It also shows that the corporate lobbying groups seeking to expand the H-1B visa program are violating the spirit of the H-1B visa program. If the companies were in fact using the H-1B program in order to access especially high-skilled workers in short supply in the U.S., the employers would likely be more inclined to seek permanent status for those workers.

Table 4.

Immigration Yield for Top 10 H-1B Employers, Fiscal 2012 (Taken from EPI , Ron Hira) ²⁸					
Rank	Employer	Approved Initial I-129 Petitions for H-1B	PERM Applications for H-1B Workers	Immigration Yield	Significant Offshoring*
1	Cognizant	9,281	669	7%	X
2	Tata	7,469	4	0%	X

²⁵ ["Top 10 users of H-1B guest worker program are all offshore outsourcing firms,"](#) Economic Policy Institute, Ron Hira, February 14, 2013, and ["The data shows: Top H-1B users are offshore outsourcers,"](#) ComputerWorld.com, Patrick Thibodeau and Sharon Machlis, February 14, 2013.

²⁶ See [Microsoft](#) and [Intel](#) at myvisajobs.com.

²⁷ Ibid.

²⁸ ["Top 10 users of H-1B guest worker program are all offshore outsourcing firms,"](#) Economic Policy Institute, Ron Hira, February 14, 2013.

Immigration Yield for Top 10 H-1B Employers, Fiscal 2012 (Taken from EPI , Ron Hira) ²⁸					
Rank	Employer	Approved Initial I-129 Petitions for H-1B	PERM Applications for H-1B Workers	Immigration Yield	Significant Offshoring*
3	Infosys	5,600	21	0%	X
4	Wipro	4,304	30	1%	X
5	Accenture	4,037	8	0%	X
6	HCL America	2,070	44	2%	X
7	Tech Mahindra SATYAM	1,963	20	1%	X
8	IBM & IBM India	1,846	96	5%	X
9	Larsen & Toubro	1,932	15	1%	X
10	Deloitte	1,668	260	16%	X

* A significant component of this company's business model is offshore outsourcing.

Source: Ron Hira's analysis of PERM Disclosure Data, Office of Foreign Labor Certification, Department of Labor, fiscal 2012; and I-129 data by employer, USCIS, fiscal 2012.

Walmart Has Made Bentonville a Destination for H-1B Visa IT Workers; Suggesting Walmart Could Hire Arkansas or Other STEM Graduates Instead of Abusing the H-1B Visa Program

Walmart likes to showcase its Silicon Valley-based tech operations, but it employs many more IT workers at its headquarters and the David Glass Technology Center in Bentonville, Arkansas. It is the largest user of H-1B visas in the state.²⁹ According to a Brookings Institution study, in 2012, UST Global, Walmart, and IBM India's use of IT guest workers made Bentonville one of the top 20 metropolitan areas (Fayetteville-Springdale-Rogers, AR-MO Metropolitan Area) in the country for H-1B density.³⁰ Infosys,³¹ Wipro,³² UST Global,³³ IBM,³⁴ Tata³⁵ and others have their own satellite offices in Bentonville within a few minutes of the David Glass Technology Center and Walmart's Home office.

See the below [Google Map](#) to see just how close they are:

²⁹ See Arkansas page of GuestWorkerData.org [here](#).

³⁰ "[The Search for Skills: Demand for H-1B Immigrant Workers in U.S. Metropolitan Areas](#)" Ruiz, N. G., J.H. Wilson, S. Choudhury, Brookings Institution. 2012.

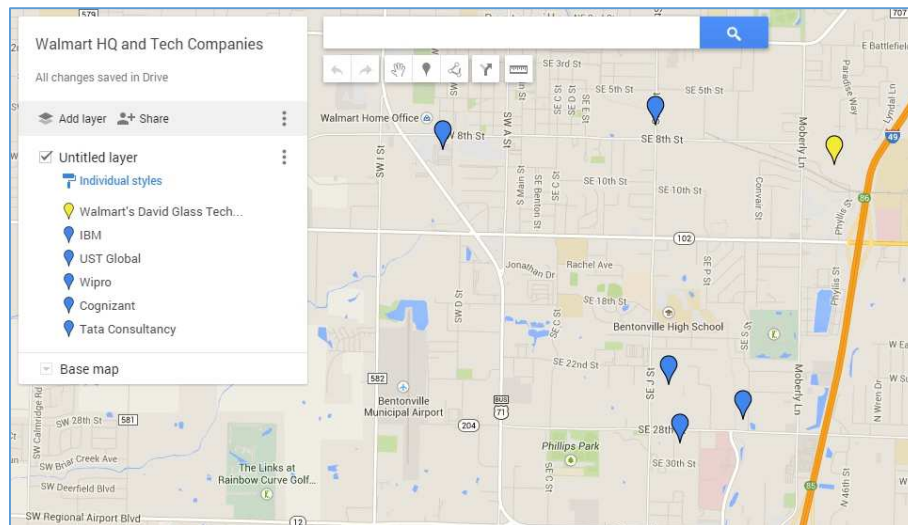
³¹ See Infosys [website](#). 2700 SE 'S' Street, Suite 200, Bentonville, AR 72712.

³² See Wipro website [here](#): 711 SE J Street, Suite 11, Bentonville, AR 72712.

³³ See UST Global website [here](#): 2803 Mid Cities Dr #1, Bentonville, AR 72712.

³⁴ See Google maps [here](#): 2500 -2502 SE Technology Cir Bentonville, AR 72712.

³⁵ See Tata Consultancy website [here](#): 609 SW 8th Street, Suite 900 Bentonville, AR 72712.



Besides the vast pool of IT immigrant workers, American STEM graduates who cannot find placement in their areas of study are also losing out to the H-1B program. According to the state of Arkansas, the Fayetteville-Springdale-Rogers, AR-MO Metropolitan Area employs an estimated **6,230** in IT-related occupations.³⁶

Annually, Walmart and its largest contractors have filed for between **2,200 and 3,600** H-1B petitions annually for IT-related occupations (Table 1 & 2).³⁷ This heavy reliance on H-1B visas is especially harmful to Arkansas communities as it undermines the ability of domestic STEM graduates to find jobs in their fields. The U.S. Census indicates that only one in four STEM degree holders is able to find work in their field.³⁸

Walmart and its IT contractors are clearly availing themselves of high quantities of H-1B visas for tech workers in Bentonville, suggesting that Arkansian STEM graduates, and STEM students generally, are likely overlooked in favor of IT guest workers from abroad that are paid less and have less rights. In Arkansas in 2012, over **2,000 students graduated with STEM degrees**, and about **800 students graduated with IT-related degrees** from four-year public universities every year (Table 5).³⁹

Table 5.

Arkansas IT-Related STEM Graduates by Class of Instructional Program (CIP) Code 2010-2014						
CIP	CIP Description	2014	2013	2012	2011	2010
11.0101	Computer and Information Sciences, General	333	358	321	287	249
11.0103	Information Technology	52	55	61	63	41

³⁶ [“Arkansas Occupational Employment and Wage Survey,”](#) Department of Workforce Services, July 2014.

³⁷ [“Arkansas Occupational Employment and Wage Survey,”](#) Department of Workforce Services. July 2014.

³⁸ [“Census Bureau Reports Majority of STEM College Graduates Do Not Work in STEM Occupations,”](#) U.S. Census, July 10, 2014.

³⁹ [“Census Bureau Reports Majority of STEM College Graduates Do Not Work in STEM Occupations,”](#) U.S. Census, July 10, 2014, and [“Graduates by Program of Study and Degree Level,”](#) Arkansas Department of Higher Education.

11.0199	Computer and Information Sciences, Other	23	18	20	-	-
11.0201	Computer Programming/Programmer, General	11	18	18	13	24
11.0203	Computer Programming, Vendor/Product Certification	-	-	-	-	-
11.0301	Data Processing and Data Processing Technology/Technician	17	23	31	23	31
11.0401	Information Science/Studies	50	54	49	30	27
11.0501	Computer Systems Analysis/Analyst	-	12	-	-	-
11.0701	Computer Science	50	33	50	45	30
11.0801	Web Page, Digital/Multimedia and Information Resources Design	-	-	-	-	-
11.0899	Computer Software and Media Applications, Other	15	13	14	-	-
11.0901	Computer Systems Networking and Telecommunications	32	43	56	61	44
11.1001	Network and System Administration/Administrator	-	-	-	-	-
11.1002	System, Networking, and LAN/WAN Management/Manager	-	-	21	12	-
11.1003	Computer and Information Systems Security/Information Assurance	12	-	-	-	17
11.1004	Web/Multimedia Management and Webmaster	-	-	-	-	-
14.0901	Computer Engineering, General	33	25	23	25	20
14.0903	Computer Software Engineering	-	-	-	-	-
15.1201	Computer Engineering Technology/Technician	13	11	-	-	-

15.1202	Computer Technology/Computer Systems Technology	142	145	157	132	105
	Total	783	808	821	691	588

Source: Analysis of “[REPORT ON STEM GRADUATION AND ENROLLMENT TRENDS](#),” Rick Jenkins, Sharon Butler, Suzanne Mitchell, Arkansas Department of Higher Education, January 2015.

Walmart’s IT Contractor, Infosys, Paid \$35 Million in Visa Fraud Inquiry Settlement and Other Fraudulent Practices Are Commonplace with H-1B Visas

In the U.S. tech industry, companies also commit fraud and circumvent the use of the H-1B visa altogether to bring in more workers. A 2013 investigation by the Department of Homeland Security and the State Department examined whether Infosys used inexpensive B-1 visas that are meant to cover short business visits, instead of H-1B visas—to bring an unknown number of its employees for long-term stays.⁴⁰ In 2014, Infosys paid \$35 million in the settlement, which is the largest payment in an immigrant visa fraud inquiry settlement, ever.⁴¹ This practice allegedly allowed Infosys to provide low bids to clients—**which include Walmart**—for programming and accounting.⁴² Infosys petitioned for almost 4,000 H-1B visas in the Bentonville area between 2007 and 2014.

In another case, the Department of Justice examined whether IBM violated the anti-discrimination provision of the Immigration and Nationality Act with a practice that favored job applicants who held H-1B or foreign student visas.⁴³ The Justice Department investigated IBM-posted job advertisements (pictured below)⁴⁴ on its corporate web site **in Bentonville, Arkansas** that noted “Applicants must be on OPT and be Indians.” Yet, the indexed work location on the application was listed as “Bangalore, Chennai, Hyderabad, Kolkata, Pune.” IBM paid \$44,000 to settle the case.⁴⁵

⁴⁰ “[U.S. to Hit Infosys with Record Immigration Fine](#),” Miriam Jordan and Joel Schectman, Wall Street Journal, October 29, 2013.

⁴¹ Ibid.

⁴² “[IT Becomes Mired In Immigration](#),” Joel Schectman, Wall Street Journal, December 27, 2013.

⁴³ See U.S. DOJ’s press release “[Justice Department Settles Citizenship Status Discrimination Claim Against IBM](#),” September 27, 2013.

⁴⁴ [See Immigration Reforms Needed to Protect Skilled American Workers](#),” Testimony of John Miano before Senate Committee on the Judiciary, March 17, 2015.

⁴⁵ Ibid.

9/20/12

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Application Developer - C++ (Landed) - GBS

Job ID	GBS-0508729	Job type	Full-time Regular
Work country	India	Posted	01-Aug-2012
Work city	Bangalore, Chennai, Hyderabad, Kolkata, Pune	Job area	IT & Telecommunications (non consulting)
Travel	Up to 3 days a week (home on weekends-based on project requirements)	Job category	IT Specialist
Business unit	GD	Job role	Application Developer
		Job role skillset	C++

Commissionable/Sales- No
Incentive jobs only

Job description

2.5 to 3 yrs of Experience in C/C++/Unix, Exposure to SDLC, Communication and analytical skills. Coding experience is a must

Desired Candidate Experience

At least one year of professional experience in IT programming or skill relevant application development

Graduate with at least a Master's degree in a STEM degree program (Science, Technology, Engineering, or Mathematics) from a US university

Flexible to travel or relocate anywhere within the US based on project requirements

Should have a valid OPT work permit for legal work authorization in the US

Must possess India work authorization.

WORK Location: Bentonville, AR

Required

- Bachelor's Degree
- English: Fluent

IBM is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

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These alleged fraudulent practices are thought to be widespread in tech. A 2014 investigation by the Center for Investigative Reporting found consulting firms in India would recruit workers, make them pay illegal fees to cover the costs of their H-1B visa, and then subcontract them out to major IT contractors. The investigation tracked related court cases in courts nationwide that involved more than 600 fraudulent H-1B visas and petitions.⁴⁶

Conclusion

Walmart is playing up its all-American image in patriotic public relations initiatives. As with U.S. manufacturing, in which Walmart played a key role in outsourcing U.S. manufacturing jobs and now is placing itself in at the front and center of the U.S. manufacturing 'renewal', Walmart, in the same duplicitous manner, is taking more advantage of cheap, foreign labor than the public may realize.

Walmart is quietly a large user of H-1B visas for IT jobs. Walmart plays a unique role in driving down standards in IT jobs in the U.S., as the only brick and mortar retailer that uses a significant number of H-1B visas. Walmart is also a key client of major IT contractors that rely on the H-1B visa as a business

⁴⁶ "Silicon Valley's 'Body Shop' Secret: Highly Educated Foreign Workers Treated Like Indentured Servants," NBC News and the Center for Investigative Reporting, by Stephen Stock, Julie Putnam, Scott Pham and Jeremy Carroll, November 4, 2014.

model who employ IT guest workers in their offices in Bentonville, Arkansas. Fraudulent practices with H-1B visas are thought to be commonplace in the tech industry, especially with IT contractors.

While the point of the H-1B work visa is to allow the U.S. to compete on a global level and to retain “the best and the brightest,” IT workers who come into the U.S. on H-1B visas with Walmart and its IT contractors have little chance of ever being sponsored by their employer for a green card. So, not only do Arkansas and other STEM graduates likely have less access to computer programmer jobs, because of the H-1B visa density in Arkansas, the IT workers who are brought in on H-1B visas are paid below market wages, and rarely (or never) have a path to citizenship, which is the very point of the H-1B visa program.

Table 6.

Full List of IT Contractors' H-1B Certified Labor Condition Application (LCA) Filings in IT-Related Occupations* in Bentonville, Arkansas									
Company	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	Grand Total
INFOSYS LIMITED		85	322	1,060	523	994	646	327	3,957
COGNIZANT TECHNOLOGY SOLUTIONS U.S. CORPORATION		50	250	270	785	582	580	612	3,129
WIPRO LIMITED		225	200	118	784	832	740	193	3,092
UST GLOBAL, INC.				84	303	437	166	207	1,197
DELOITTE US (PARENT)		6	2	13	22	71	160	284	558
IBM INDIA PRIVATE LIMITED		4	102	35	102	90	55	75	463
TATA CONSULTANCY SERVICES LIMITED						20	236	123	379
ACCENTURE LLP					25	107	149	81	362
ORACLE AMERICA, INC.				100		100		6	206
ITC INFOTECH (USA), INC.		9	5	4	10	14	37	86	165
SARASU IT SOLUTIONS LTD.	62	47	1						110
KEE TECHNOLOGIES GROUP INC.	2	24	4		2	7	13		52
HP ENTERPRISE SERVICES, LLC							21	30	51
COLLABERA INC.		1	2	7	12	4	13	2	41
PATNI AMERICAS INC.				1	1	30			32
EMERGTECH BUSINESS SOLUTIONS INC.		24	5		1				30
ACTIVE ENTERPRISE SOLUTIONS							1	20	21
INFINITE COMPUTING SYSTEMS, INC.			1			10	10		21

PATNI COMPUTER SYSTEM, INC.		20							20
SPAN SYSTEMS CORPORATION				1	9	1	9		20
SATYAM COMPUTER SERVICES LTD		16	3						19
WAVELETSOFT TECHNOLOGIES INC.							1	17	18
ENTERPRISE SOLUTIONS INC.		10	5	2					17
MICROSOFT CORPORATION		1		1	3	1	9		15
IBM CORPORATION		3	1		2	1	3	4	14
3I INFOTECH CONSULTING, INC.			2	3		6	2		13
NEWT GLOBAL CONSULTING, LLC					12				12
SYSTEM SOFT TECHNOLOGIES LLC					7	1	4		12
JDA SOFTWARE GROUP, INC.			1	1	5		2	1	10
MULTIVISION INC.		10							10
EMC CORPORATION		1			6		1	1	9
GLOBAL BRIDGE INFOTECH, INC.				4	2		3		9
IGATE TECHNOLOGIES INC.							7	2	9
IMBUESYS, INC.					3		6		9
PLATAN INFOTECH INC.		1	6		2				9
SERVER MANAGEMENT SERVICES LLC						1	6	2	9
BRILLIO, LLC								8	8
CAMO TECHNOLOGIES INC.		2	2		4				8

NEXT LEVEL BUSINESS SERVICES, INC.			1	2	5				8
COMPUTER TASK GROUP, INC.					2	3	1	1	7
SCHRILL TECHNOLOGIES INC.			2	2	2			1	7
EZ2 TECHNOLOGIES, INC.			1	1	2	2			6
GSS AMERICA, INC.		6							6
HCL GLOBAL SYSTEMS INC.				2	2			2	6
OSPRO SYSTEMS LLC							2	4	6
ACCENTURE TECHNOLOGY SOLUTIONS				5					5
ANJANEYAP, INC.							4	1	5
BIZTEON, INC.				5					5
DIVERSE LYNX, LLC					1	2	1	1	5
FIRST OBJECT INC.				2			2	1	5
GALAXY SOFTWARE SOLUTIONS, INC.								5	5
GLOBALBRDIGE INFOTECH INC.		4	1						5
HEADSTREAM INC.			3				1	1	5
HORIZON TECHNOLOGIES INC.			2				3		5
MSN SOLUTIONS INC.			5						5
NUVIEW TECHNOLOGIES, INC.					1	3		1	5
TAKE ENTERPRISE SERVICES INC.				1	1	2	1		5
V-SOFT CONSULTING GROUP, INC.					3		1	1	5

XPEDITE TECHNOLOGIES INC.		3	1	1					5
AJEL TECHNOLOGIES, INC.				1			3		4
AMERICAN UNIT, INC.				2		1	1		4
AUOPRO SYSTEMS INC.		1			1	1		1	4
CODESOFT INTERNATIONAL, INC.				1	1	1	1		4
CORPORATE COMPUTER SERVICES INC.							3	1	4
CYRET TECHNOLOGIES, INC.			3	1					4
FIRST TEK, INC.					2	2			4
IK SOLUTIONS INC.			1	3					4
INFOLOB SOLUTIONS, INC.					2		2		4
KC SYNERGY SOLUTIONS, INC.							1	3	4
MMC SYSTEMS INC.				1	2		1		4
ONWARD TECHNOLOGIES, INC.					4				4
PROFESSIONAL ACCESS, LTD.			1	3					4
SVK SYSTEMS INC.			3		1				4
TECH ATLANTIS INC.					2	2			4
TERASOFT INTERNATIONAL INC.		2	1	1					4
VBINFOTEK, INC.					3		1		4
VEDICSOFT SOLUTIONS, INC.		1		1	1	1			4
VENSOFT LLC				4					4

VST CONSULTING INC.			1				3		4
WEB YOGA, INC.						4			4
XTIVIA, INC.		2			1		1		4
AFFUEL SYSTEMS GROUP INC.			3						3
AKVARR INC.					2	1			3
AMERICAN INFORMATION TECHNOLOGY CORPORATION							1	2	3
AMSOL INC.		1	1	1					3
CLAIRVOYANT TECHNOSOLUTIONS INC.		1	1		1				3
CLEAR THOUGHT SOLUTIONS LLC				1	2				3
COLLABORATIVE SYSTEMS INC.				2	1				3
COMPUNNEL SOFTWARE GROUP, INC.		2					1		3
CYBERTHINK INC.							2	1	3
CYMA SYSTEMS INC.			1					2	3
DEEBECON INC.							3		3
EVEREST BUSINESS SOLUTIONS INC.		2	1						3
EVEREST CONSULTING GROUP, INC.		1	2						3
GALLEGA SOFTWARE SOLUTIONS INC.							2	1	3
HEWLETT-PACKARD COMPANY							3		3
IDYLLIC SOLUTIONS, LLC		3							3
INC.EPTRON GROUP INC.						2	1		3
INDU, LLC				3					3

INFINITY TECH GROUP INC.						2		1	3
MALVI SYSTEMS LLC		1		2					3
NEW YORK TECHNOLOGY PARTNERS, INC.			1	1	1				3
PACE COMPUTER SOLUTIONS INC.				1		1		1	3
PARADIGM INFOTECH INC.		3							3
PEGASYS SYSTEMS & TECHNOLOGIES, INC.				2	1				3
PROMATRIX CORP					1	1		1	3
QUANTUM INFOTECH, INC.		1	1		1				3
SAKSOFT, INC.						2	1		3
SAP AMERICA, INC.			1				2		3
SUMMITWORKS TECHNOLOGIES, INC.			1	2					3
SUPREME SOFT, INC.		2	1						3
TINY PLANET INC.							2	1	3
TRINITY CONSULTING, INC.					3				3
UIS CONSULTING LLC			3						3
UNIFY SOLUTIONS INC.		3							3
UNITED SOFTWARE SOLUTIONS, INC.				3					3
WORLDWIDE SOFTWARE SERVICES, INC.		3							3
XENOSOFT TECHNOLOGIES, INC.						1	2		3
ABIS TECHNOLOGIES INC.				2					2

ADAEQUARE INC.		2							2
ADROIT ASSOCIATES, INC.							1	1	2
AIT GLOBAL, INC.							2		2
APTIVA CORP						1		1	2
ASTIR IT SOLUTIONS INC.							1	1	2
ASTIR SERVICES LLC							2		2
BI LABS INC.				2					2
CAVALIER IT INC.							1	1	2
COLLABORATIVE SYSTEMS INC.			2						2
COMP CONSULTS INC.			2						2
COMPUSOFT INTEGRATED SOLUTIONS INC.		1		1					2
DATA-CORE SYSTEMS, INC.							2		2
DATAMETRICS SOFTWARE SYSTEMS INC.						1		1	2
DATASERV INC.				2					2
DATAWIN SYSTEMS INC.							2		2
DVR SOFTEK INC.							2		2
ENGAGE INFORMATION INC.ORPORATED							1	1	2
ENTERPRISE IT RESOURCES, INC.								2	2
ERP LOGIC, INC.					2				2
EVEREST COMPUTERS INC.							1	1	2
FORTUNE TECHNOLOGIES INC.		1	1						2
FUSION GLOBAL SOLUTIONS LLC						1	1		2
FUSION PLUS INC.							2		2

GALAXY I TECHNOLOGIES, INC.							2		2
GLOBAL DATA SOLUTIONS, INC.					1	1			2
GLOBAL INFORMATION SYSTEMS			1		1				2
GLOBUS IT, INC.						1		1	2
GSTECHNICAL SERVICES INC.		2							2
HALLMARK GLOBAL TECHNOLOGIES INC.				1			1		2
HIDEF TECHNOLOGIES, INC.		1	1						2
IMETRIS CORPORATION						2			2
INDU, LLC D/B/A INTIGROW			2						2
INFINITY TECH GROUP, INC.			2						2
INTELLISWIFT SOFTWARE, INC.			1	1					2
IT DIVISION, INC.						1	1		2
JASS & ASSOCIATES, INC.			1	1					2
JEAN MARTIN INC.					1	1			2
JP CONSULTING, INC.			1		1				2
JRD SYSTEMS INC.		2							2
KK ASSOCIATES, LLC							1	1	2
LEAD IT CORPORATION					1	1			2
LEGEND SOLUTIONS LLC					2				2
LENMAR CONSULTING INC.					2				2
LOGIX VISION INC.		2							2

MACROSOFT, INC.				1	1				2
MAGNA INFOTECH LTD				1			1		2
MANUGISTICS, INC.			2						2
MARUTHI TECHNOLOGIES, LLC						1	1		2
MATERIALS SOFTWARE SYSTEM INC.				1	1				2
MIFI SYSTEMS INC.					2				2
MUTEX SYSTEMS, INC.				1				1	2
NATSOFT CORPORATION			1			1			2
NETVISION RESOURCES, INC.						1	1		2
NORTHSTAR GROUP INC.						2			2
NTELICOR, LP						1	1		2
OBJECTWIN TECHNOLOGY INC.		2							2
OPENLOGIX CORPORATION							2		2
ORBIS, INC.				1				1	2
PREMIER TECHNOLOGIES, INC.					1	1			2
PRIME SOLUTIONS, INC.				1	1				2
PRIMESOFT, INC.							1	1	2
RAMPS INTERNATIONAL, INC.						1	1		2
RELIANCE GLOBAL SERVICES INC.					2				2
RESOURCE LOGISTICS, INC.					2				2
REVEALIT SOLUTIONS INC.							2		2

S&V AMPLIFY SYSTEMS, LLC							2		2
SAGE GROUP CONSULTING, INC.							2		2
SMARTSOFT INTERNATIONAL, INC.						2			2
SOFTECH INTERNATIONAL RESOURCES, INC.								2	2
SOFTPATH SOLUTIONS, INC.					2				2
SOFTWARE CATALYSTS LLC					1	1			2
SRIVEN TECHNOLOGIES, LLC								2	2
STAFFLOGIX CORPORATION				2					2
STANSOURCE INC.					2				2
SURE TECH SERVICES, INC.					2				2
SURYA SYSTEMS, INC.		2							2
SYNCOMINT, INC.					1	1			2
SYNERGY GLOBAL SYSTEMS INC.							1	1	2
TAKE SOLUTIONS, INC.					2				2
TECHGENE SOLUTIONS LLC				1	1				2
TEKNEST INC.						1	1		2
TEKWISSEN LLC							2		2
TERADYNE INFOTECH							1	1	2
UNITED SOFTWARE ASSOCIATES								2	2
USM BUSINESS SYSTEMS, INC.		2							2
VALUE CONSULTING INC.					1	1			2
VARNAR INC.						1	1		2

VED SOFTWARE SERVICES INC.					2				2
ZENINFOTECH LLC				2					2
ZILLION TECHNOLOGIES INC.		1		1					2
ZYTUS, INC.					2				2
24X7 ESI, INC.			1						1
ABACUSS SOFTWARE TECHNOLOGIES					1				1
ACCURATE SOFTWARES INTERNATIONAL, INC.					1				1
ACE TECHNOLOGIES, INC.					1				1
ACI INFOTECH INC.				1					1
ACS INTERNATIONAL RESOURCES INC.						1			1
ACXIOM CORPORATION						1			1
ADVAITAA TECHNOLOGIES, INC.					1				1
AFFINE, INC.						1			1
AIXSYS, INC.					1				1
AKT, LLC.						1			1
ALINDUS, INC.					1				1
ALLIED BUSINESS CONSULTING, INC.					1				1
AMENSYS INC.							1		1
AMERICAN IT ASSOCIATES INC.,					1				1
AMERICAN SOFTWARE RESOURCES INC.		1							1
AMERICAN SOLUTIONS INC.			1						1

AMERICAN TECHNOLOGY CONSULTING LLC						1			1
AMICUS SYSTEMS, INC.			1						1
AMKO SOFTWARE SOLUTIONS INC.					1				1
AMTEX ENTERPRISES, INC.				1					1
ANID INFOSOFT LLC						1			1
ANIRA SOLUTIONS INC.							1		1
ANJUS LLC					1				1
ANU SOFTWARE CONSULTANTS			1						1
APEX TECHNOLOGY SYSTEMS, INC.								1	1
APP SOFT SOLUTIONS INC.							1		1
APPRENTICE INFORMATION SYSTEMS INC.		1							1
AR SYSTEMS, INC.							1		1
ART TECHNOLOGY GROUP, INC.				1					1
ASCENT TECHNOLOGIES INC.				1					1
AUGMENTARE INC.		1							1
AVANSYS, INC.							1		1
AVANT-GARDE SOLUTIONS LTD.					1				1
AXON SOLUTIONS, INC.					1				1
BROADER SOFTWARE, LLC		1							1
BROADGATE INC.					1				1
CA, INC.							1		1
CAPSQUARE SYSTEMS, INC.							1		1

CATALYST SYSTEMS INC.				1					1
CDC SERVICES INC. D/B/A CDC GLOBAL SERVICES			1						1
CIGNITI, INC.				1					1
CINTEL SYSTEMS, INC.							1		1
CONCH TECHNOLOGIES, INC.					1				1
CONFIMINDS LLC							1		1
CONSULTANTS EXCHANGE (USA), INC.			1						1
CPSG PARTNERS, LLC							1		1
CYBER SPHERE LLC					1				1
CYBERBRAINS INC.					1				1
DATAMATICS GLOBAL SERVICES INC.				1					1
DAZZLON COMPUTER SERVICES INC.				1					1
DS SOFT TECH , INC.						1			1
DW PRACTICE LLC				1					1
EBUSINESS APPLICATION SOLUTIONS INC.					1				1
EMPOWER PROFESSIONALS, INC.				1					1
EMPYRA.COM, INC.					1				1
EPEOPLE TECHNOLOGIES INC.				1					1
EPEOPLE TECHNOLOGIES, INC.			1						1

EVERGE GROUP INC.					1				1
EXCELLENT BUSINESS CONSULTANTS, INC.				1					1
EXPERIS US, INC.						1			1
FUSION PLUS SOLUTIONS, INC.								1	1
GATEWAY SOLUTIONS, INC.								1	1
GEEKSOFT, LLC							1		1
GEMINIITLABS, INC.							1		1
GENSECURE, INC.				1					1
GENUINEIT, LLC						1			1
GEOMATRIX SOFTWARE SERVICES, INC.				1					1
GLOBAL COMPUTER SOLUTIONS			1						1
GLOBAL IT, INC.								1	1
GLOBALCYNEX, INC.		1							1
GRAPNEL TECH SERVICES, LLC					1				1
HANCE INC. ORPORATED					1				1
HEXACORP, LLC						1			1
HIGH TECH SERVICES GROUP, INC.		1							1
HONEYWELL INTERNATIONAL INC.						1			1
HORIZON COMPUTER SERVICES, INC.					1				1
HYTECH CONSULTING INC.						1			1
I Q SYSTEMS, INC.				1					1

ICG SERVICES LC							1		1
ICONSOFT INC.				1					1
ICSA INC.					1				1
IDHASOFT, INC.			1						1
IDWTEAM, LLC				1					1
IKON SOFTWARE SERVICES						1			1
IMPRESSIVE SYSTEMS, INC.					1				1
INEK TECHNOLOGIES LLC			1						1
INFODAT INTERNATIONAL INC.			1						1
INFOKALL, INC.			1						1
INGENICO, INC.						1			1
INTEGRATED MANAGEMENT SYSTEMS, INC.		1							1
INTELLISOFT TECHNOLOGIES, INC.						1			1
INTERNATIONAL TECHNOLOGIES PRO, LLC					1				1
ISOLVETECHNOLOGY INC.							1		1
ISR INFO WAY, INC.							1		1
IT AMERICA, INC.				1					1
IT CELL INC.		1							1
IT LABS INC.		1							1
ITALENT, INC.							1		1
ITECH US, INC.								1	1
JCG TECHNOLOGIES, INC.						1			1
JSMN INTERNATIONAL INC.				1					1
JT SPORTS, LLC fka BRASS EAGLE, LLC	1								1

JUDGE TECHNICAL STAFFING, INC.		1							1
KAKATIYA INFOTECH INC.		1							1
KRG TECHNOLOGIES INC.,		1							1
KV TECHNOLOGIES, INC.							1		1
KYYBA, INC.					1				1
L. J. SMITH & ASSOCIATES, INC.	1								1
LANCET SOFTWARE DEVELOPMENT INC.				1					1
LJ SMITH & ASSOCIATES								1	1
LOGIC BRIDGE INC.						1			1
LORVEN TECHNOLOGIES, INC.			1						1
M.G. SOFTWARE CONSULTANTS INC.					1				1
MAGNA SYSTEMS INTERNATIONAL, INC.			1						1
MANPOWER PROFESSIONAL SERVICES, INC.					1				1
MAQ TECHNOLOGIES INC.		1							1
MERIDIAN TECHNOLOGIES, INC.				1					1
METHODEX CONSULTING SERVICES, INC.					1				1

MICROSTRATEGY SERVICES CORPORATION		1							1
MIRACLE SOFTWARE, INC.							1		1
MU SIGMA, INC.				1					1
MYCON LLC					1				1
MYWAY IT INC.ORPORATED				1					1
N2 SERVICES, INC.					1				1
NARTAL SYSTEMS INC.					1				1
NEW YORK GLOBAL CONSULTANTS CORP.						1			1
NEXTGEN TECHNOLOGY SERVICES,LLC						1			1
NIHAKI SYSTEMS INC.			1						1
NRISOFT INC.						1			1
OLIVET INTERNATIONAL, INC.						1			1
OPENBOX SOLUTIONS, INC.				1					1
ORACLE USA, INC.			1						1
ORION SYSTEMS INTEGRATORS, INC.								1	1
OTIS IT INC.				1					1
OUTCOMES INC.ORPORATED							1		1
OUTDOOR CAP COMPANY, INC.								1	1
PARAMOUNT SOFTWARE SOLUTIONS				1					1
PEARL CONSULTING SERVICES, INC.						1			1

PENNTEx GROUP, LLC						1			1
PERSISTENT SYSTEMS INC.			1						1
PRECISION GLOBAL CONSULTING INC.					1				1
PRELUDE SYSTEMS INC.				1					1
PREMIER IT SOLUTIONS INC.					1				1
PRISERVE CONSULTING INC.							1		1
PROLIFICS, INC.								1	1
PROTEC, INC.						1			1
PRUDENT INFOTECH, INC.					1				1
PYRAMID CONSULTING, INC.		1							1
PYRAMID TECHNOLOGY SOLUTIONS			1						1
QUEST SOFTWARE SERVICES, INC.			1						1
RADIANT TECHNOLOGIES INC.			1						1
RECRUITING MINDS INC.				1					1
REDDY AND REDDY INC.				1					1
REDEEMSOFT, LLC						1			1
REDPRAIRIE SERVICES CORPORATION					1				1
RELIABLE SOFTWARE RESOURCES, INC.							1		1
RESOURCEQ TECHNOLOGIES, INC.				1					1
REVUNIT, LLC								1	1

RIGHT CLICK SYSTEMS, LLC							1		1
RJT COMPUQUEST, INC.								1	1
ROLTA INTERNATIONAL, INC.				1					1
RYAN CONSULTING GROUP			1						1
S&V AMPLIFY SYSTEMS					1				1
SAIRAM INFOTECH LLC					1				1
SANVY SYSTEMS INC.							1		1
SAPPHIRE TECHNOLOGIES, LP				1					1
SCALAR USA, INC.						1			1
SCEPTER TECHNOLOGIES INC.						1			1
SELECT SOLUTIONS GROUP, LLC							1		1
SEMAFOR TECHNOLOGIES LLC			1						1
SERVICE ORIENTED SOLUTIONS, LLC						1			1
SHEARDIGITAL, INC.				1					1
SHEER SOLUTIONS, INC.					1				1
SIERRA INFOSYS, INC.								1	1
SILICON STAFF IT SERVICES INC.			1						1
SIM INFOTECH, INC.				1					1
SIRI INFOSOLUTIONS INC.					1				1
SITEK, INC.					1				1
SMARTINSIGHT, LLC			1						1

SMG TECHNOLOGIES, INC.			1						1
SOFTNET SOLUTIONS, INC.			1						1
SOFTTEK INTEGRATION SYSTEMS, INC.				1					1
SOFTWARE BUSINESS SOLUTIONS CONSULTING, LLC							1		1
SRI ANJANEYA TECHNOLOGIES, LLC							1		1
SRIAK TECHNOLOGIES INC.			1						1
SRICOM, INC.						1			1
SRT IT INCORPORATED							1		1
STANFORD TECHNOLOGY PARTNERS INC.					1				1
STERLING 5, INC.					1				1
STRATEGIC SYSTEMS, INC.							1		1
SUNTECHPROS INC.					1				1
SYNERGY GLOBAL TECHNOLOGIES INC.					1				1
SYNERGY TECHNOLOGIES, LLC.								1	1
SYSINTELLI, INC.					1				1
T3C, INC. DBA RETAIL SOLUTIONS, INC.						1			1
TECHDEMOCRACY LLC					1				1

TECHLIGENT SYSTEMS, INC.					1				1
TECHMAGIX INC.						1			1
TECHNICAL STRATEGIES, INC.			1						1
TECHNOSECURE CORPORATION			1						1
TECHNOSOFT INC.			1						1
TECHNOTEC, INC.					1				1
TEKSTROM INC.		1							1
TERADATA OPERATIONS, INC.								1	1
THE BSST SOFTWARE GROUP D/B/A THE BOSTON GROUP						1			1
THE UNITED SOLUTIONS GROUP INC.						1			1
UNICOM TECHNOLOGIES, INC.					1				1
UNICORN TECHNOLOGIES, LLC							1		1
UNITED INFORMATION TECHNOLOGY, INC.						1			1
UNITED SOFTWARE GROUP, INC.					1				1
UNIVERSAL SOFTWARE CORPORATION			1						1
US SOFTWARE PROFESSIONALS		1							1
VAARG INC.								1	1
VEDAINFO					1				1
VENSITI INC.					1				1
VERIZON BUSINESS NETWORK SERVICES, INC.					1				1
VIBRANT INC.							1		1

VIGNA INC.						1			1
VIRAJ LLC		1							1
VISION IT SERVICES USA INC.				1					1
VTEK SYSTEMS, LLC			1						1
VTEKH INC.			1						1
WEBJECT SYSTEMS, INC.					1				1
WISSEN INFOTECH, INC.							1		1
YALTECH CONSULTING INC.							1		1
YASH TECHNOLOGIES, INC.						1			1
YASME SOFT, INC.					1				1
YETI TECHNOLOGIES LLC, DBA							1		1
Grand Total	66	617	1,007	1,819	2,770	3,404	3,009	2,152	14,844

Annex 1.

Evidence of IT Contractors' Relationship to Walmart

ABACUSS SOFTWARE TECHNOLOGIES

- <https://www.linkedin.com/pub/hari-boddani-pmp/8/693/2a1?trk=pub-pbmap>
- <http://www.abacuspeople.com/clients.aspx>

ACCENTURE LLP

- Inventory / supply chain management
- Training programs for Walmart – Supply Chain Academy: Retail Supply Chain Certification
- <https://supplychain.accentureacademy.com/p/assets/Accenture-Walmart-Success-Story.pdf>

ANJANEYAP INC.

- <https://www.linkedin.com/pub/thanh-nguyen/24/444/2a1>
 - o [Bentonville employee](#)

APEX TECHNOLOGY SYSTEMS, INC.

- <https://www.linkedin.com/pub/shanthi-j/2a/482/6a8>

ART TECHNOLOGY GROUP, INC.

- <https://www.linkedin.com/in/kellygoetsch>

COGNIZANT TECHNOLOGY SOLUTIONS U.S. CORPORATION

- <http://www.glassdoor.com/Reviews/Employee-Review-Cognizant-Technology-Solutions-RVW2423505.htm>
 - o Seniors Systems Analyst in Bentonville, 2013
 - Works for Walmart as Cognizant employee
 - Says on-site Walmart management is terrible

COLLABERA INC. / COLLABERA SOLUTIONS

- <http://www.sify.com/finance/walmart-raises-it-sourcing-from-india-news-technology-kmhblscbjggsi.html>
- <http://www.zdnet.com/article/walmart-opens-global-it-base-in-india/>
- <https://www.linkedin.com/in/vijaydoppalapudi>
 - o Fayetteville, AK employee

COLLABORATIVE SYSTEMS INC.

- <http://www.collaborativeinc.com/clients.html>

CORPORATE COMPUTER SERVICES INC

- <http://www.ccsiusa.net/pages/cli-served.htm>

DATAMATICS GLOBAL SERVICES INC

- 2013 Annual report

DEEBECON INC

- <http://deebekon.com/Clients.htm>

DELOITTE & TOUCHE LLP / DELOITTE CONSULTING LLP

- <http://www.wsj.com/articles/SB10001424127887323566804578553301017702818>
 - o Walmart is using consultants from Deloitte & Touche to develop its “next generation fulfillment network” and improve its distribution systems.
- http://blogs.houstonpress.com/news/2009/09/wal-mart_deloitte_civil_rights.php

ECLINICALWORKS, LLC

- <http://www.bizjournals.com/boston/blog/mass-high-tech/2009/03/wal-mart-eclinicalworks-team-up-to-sell.html?page=all>
 - o Provide electronic health record systems for Walmart’s physicians and pharmacy/retail outlets, 2009

EMC CORPORATION

- <http://searchstorage.techtarget.com/news/776171/EMC-says-its-still-major-storage-provider-to-Wal-Mart>
 - o Storage provider, 2001

EVERGE GROUP INC.

- http://www.evergegroup.com/customer_list.htm

FUSION PLUS SOLUTIONS, INC.

- <http://www.fusionplusinc.com/html/clients.htm>

IBM CORPORATION

IBM INDIA PRIVATE LIMITED

- <https://www.linkedin.com/pub/jathin-bokkissam/18/379/408>
 - o Bentonville employee

IKON SOFTWARE SERVICES

- <http://ikonss.com/clients.htm>

INFOSYS LIMITED

IT DIVISION, INC.

- <http://www.itdivisioninc.com/Clients.aspx>

IT OBJECTS LLC

- <http://www.itobjects.com/#customers>

JEAN MARTIN INC

- <http://www.indeed.com/r/Ritu-Singh/0e07864df8c816e1>

JP CONSULTING, INC

- <http://www.jpconsulting-inc.com/clients.html>

LJ SMITH & ASSOCIATES

- <https://www.linkedin.com/pub/larry-smith/8/622/b3>
 - o [Owner](#)
- <https://www.linkedin.com/pub/tony-smith-isd/2a/820/2a>

M.G. SOFTWARE CONSULTANTS INC.

- <http://mgscinc.com/clients.html>

MARLABS, INC

- <http://www.marlabs.com/clients>
- <https://www.linkedin.com/pub/anoop-joseph-babu/3/a33/342>

MU SIGMA, INC.

- <http://www.chicagobusiness.com/article/20120728/ISSUE01/307289978/mu-sigma-offers-a-way-to-distill-that-sea-of-data>

NARTAL SYSTEMS INC

- <http://www.nartal.com/about-clients>

NEW YORK GLOBAL CONSULTANTS CORP.

- <http://www.nygci.com/clients.php>

NEXT LEVEL BUSINESS SERVICES, INC.

- <https://www.linkedin.com/pub/shruti-singh/51/280/a56>

OLIVET INTERNATIONAL, INC.

- Walmart warehouse contractor
 - Labor violation
 - o <http://www.latimes.com/business/la-fi-mo-workers-protest-working-conditions-walmart-warehouse-20130724-story.html>
 - o <http://www.warehouseworkersunited.org/calosha-cites-warehouse-contractor-for-a-dozen-violations-after-complaint/>
- ONWARD TECHNOLOGIES, INC.

OPENLOGIX CORPORATION

- <https://www.linkedin.com/pub/prathyusha-polavaram/39/b69/964>

PERI SOFTWARE SOLUTIONS INC.

- Wage theft
 - o <http://www.examiner.com/article/workplace-issues-company-fined-and-debarred-for-wages-and-h-1b-violations>
 - o <http://www.computerworld.com/article/2520121/it-careers/u-s--says-it-firm-underpaid-h-1b-workers.html>
- http://www.perisoftware.com/about_clients

PRELUDE SYSTEMS INC.

- <https://www.linkedin.com/in/harikrishnaadarapu>

REVEALIT SOLUTIONS INC.

- <https://www.linkedin.com/pub/sriram-kaushik/7/23/90>

RIGHT CLICK SYSTEMS, LLC

- <https://www.linkedin.com/pub/praveen-kumar-shanmugam/a/350/b10>
- <https://www.linkedin.com/pub/manoj-kumar-ganesan/16/978/b70>

SAP AMERICA, INC.

- <https://www.linkedin.com/pub/koti-tummurru-pmp/5/aab/91>
- <https://www.linkedin.com/pub/barry-martin/4/165/587>

SCALAR USA, INC.

- <https://www.linkedin.com/in/basivi>
 - o Provided corporate training on Quality Assurance, HP Quality Center and Automation at Wal-Mart, Bentonville, AR

SCHRILL TECHNOLOGIES, INC.

- <http://www.schrilltech.com/clients-list.html>

SELECT SOLUTIONS GROUP, LLC

- <https://www.linkedin.com/pub/saif-islam/20/82/85b>

SERVICE ORIENTED SOLUTIONS, LLC

- <https://www.linkedin.com/pub/pradeep-kumar-salla-salla/53/201/3b9>

SOFTTEK INTEGRATION SYSTEMS, INC.

- <https://www.linkedin.com/pub/eduardo-puente-csm%C2%AE/54/107/989>
- <https://www.linkedin.com/pub/lourdes-gonzalez/6a/10/422>
- Both Bentonville, AR employees

SRICOM, INC

- <http://sricominc.com/clients/>

STERLING 5, INC.

- <http://www.sterling5.com/clients.html>

T3C, INC. DBA RETAIL SOLUTIONS, INC.

- <http://www.retailsolutions.com/who-we-work-with>
- http://www.businesswire.com/news/home/20050516005100/en/Retail-Solutions-Expands-Reach-Opening-Branch-Offices#.VPDsgPnF_vk
 - o Demand data management services and solutions

TATA CONSULTANCY SERVICES LIMITED

- <https://www.linkedin.com/in/aashokkumar>

TECHNOTEC, INC.

- <http://www.technotec.com/clients.html>

TERADATA OPERATIONS, INC.

- <https://www.linkedin.com/pub/brandy-tunnell/6/521/2a8>
- <http://www.teradata.com/customers-list/browse/?LangType=1033&LangSelect=true>

TERASOFT INTERNATIONAL INC.

- www.diverselynxjobs.com/wp-content/.../03/JavaJ2EE_Developer.doc

UKTHA GLOBAL INC.

- <http://www.livemint.com/Industry/VXnIDRMOISKaq2FmDI3AwO/WalMart-to-step-up-IT-outsourcing-evaluating-more-India-ve.html>
 - o Walmart outsourcing
- <https://www.linkedin.com/pub/jeremy-daniel/45/192/514>
 - o Bentonville employee

UNICORN TECHNOLOGIES, LLC

- <https://www.linkedin.com/pub/hema-b/66/960/a86>

UST GLOBAL, INC.

- <http://www.livemint.com/Industry/VXnIDRMOISKaq2FmDI3AwO/WalMart-to-step-up-IT-outsourcing-evaluating-more-India-ve.html>
- <http://www.zdnet.com/article/walmart-opens-global-it-base-in-india/>
- <https://www.linkedin.com/pub/prashant-tiwari/19/b43/b08>
 - o Bentonville, AR employee

V-SOFT CONSULTING GROUP, INC.

- <http://www.indeed.com/r/Nagaraj-Nandakumar/97f38824ed10cefb>
 - o Bentonville employee
- <http://www.vsoftconsulting.com/clients/v-soft-clients/>

WIPRO LIMITED

XTIVIA, INC.

- <http://www.indeed.com/r/Ramon-Rey/a2985294c05c2e92>
 - o Bentonville employee
- <http://www.xtivia.com/about-xtivia/customers>