

REIMAGINE RESOURCES, LLC
ACTUAL WAGE DETERMINATION MEMORANDUM

Position: Business Operations Specialist

SOC Code: 13-1199.00 – Business Operations Specialists, All Other

Employment Status: Part-Time

Work Location: Duluth, Minnesota – Remote

Offered Wage: \$24.00 per hour

Purpose

This memorandum documents the methodology used by Reimagine Resources, LLC to determine the actual wage for the Business Operations Specialist position for purposes of compliance with the H-1B Labor Condition Application requirements.

Actual Wage Determination

Reimagine Resources reviewed its current workforce to determine whether it employs any other individuals with substantially similar experience and qualifications performing the same or substantially similar duties and responsibilities as the Business Operations Specialist position.

At the time of this determination, Reimagine Resources does not employ another individual performing the same or substantially similar Business Operations Specialist duties with comparable experience and qualifications at the applicable place of employment.

Accordingly, the actual wage for this position is the wage paid to the employee occupying the Business Operations Specialist position.

Reimagine Resources has established the actual wage for the position at:

\$24.00 per hour

The company considered legitimate business factors including the duties and responsibilities of the position, required education, qualifications, level of responsibility, specialized knowledge, and the company's compensation practices.

Reimagine Resources understands that the H-1B employee must be paid at least the **required wage**, which is the higher of:

- the employer's actual wage for the specific employment; or
- the applicable prevailing wage for the occupational classification and area of employment.

If the applicable prevailing wage exceeds \$24.00 per hour, Reimagine Resources will pay the higher required wage.

Prepared By: Juliana Scheidhauer

Title: Founder & Chief Executive Officer

Employer: Reimagine Resources, LLC

Signature: 

Date: 20260822