

# H-1B Visa Salary Report: BlueCross and BlueShield Association

| Report generated May 10, 2026

## Summary

<b>Total LCA Filings</b>	62
<b>Average Annual Wage</b>	\$127,577
<b>Wage Range</b>	\$97,238 - \$189,661
<b>Job Types (SOC codes)</b>	10
<b>Years Active</b>	7

## Top Job Titles

Job Title	Filings	Avg Annual Wage
Software Engineer III	12	\$125,697
Technical Solutions Lead	8	\$135,105
Systems Analyst III	7	\$110,478
Production Verification Analyst II	4	\$115,470
Technical Solutions Director	4	\$157,336
Product Verification Analyst III	3	\$129,702
Software Architect	2	\$110,704
Business Lead Cost Transparency	2	\$114,692
Director Product Verification	2	\$115,773
Active Directory Administrator	2	\$129,314
Software Engineer II	2	\$113,433
Systems Analyst II	2	\$115,461
Tech Solutions Lead	2	\$140,421
Software Architect I	1	\$154,627
Technical Solution Director	1	\$148,949

## Top Work Locations

City	State	Filings
Chicago	IL	39
Washington	DC	5
Dublin	OH	4
Collierville	TN	2
Charlotte	NC	1
Brookfield	WI	1
Coppell	TX	1
Aldie	VA	1
Franklin	WI	1
Frisco	TX	1

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