

H-1B Visa Salary Report: Gem Software, Inc.

| Report generated May 10, 2026

Summary

Total LCA Filings	10
Average Annual Wage	\$186,385
Wage Range	\$135,000 - \$230,000
Job Types (SOC codes)	6
Years Active	2

Top Job Titles

Job Title	Filings	Avg Annual Wage
Software Engineer	4	\$179,237
Senior Director of Finance and Business Operations	2	\$230,000
Customer Strategy and Operations Manager	1	\$170,000
Customer Strategy and Operations Senior Manager	1	\$190,000
Customer Success Manager	1	\$135,000
Senior Marketing Operations Manager	1	\$191,900

Top Work Locations

City	State	Filings
San Francisco	CA	9
Stockton	CA	1

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