

H-1B Visa Salary Report: ServiceNow, Inc.

| Report generated May 10, 2026

Summary

Total LCA Filings	2,441
Average Annual Wage	\$265,553
Wage Range	\$53,019 - \$290,085,120
Job Types (SOC codes)	48
Years Active	7

Top Job Titles

Job Title	Filings	Avg Annual Wage
Senior Software Engineer	244	\$152,471
Software Engineer	183	\$127,151
Staff Software Engineer	150	\$2,110,222
Senior Software Quality Engineer	80	\$134,170
Senior Technical Support Engineer	44	\$104,127
Software Quality Engineer	41	\$109,014
Technical Support Engineer	41	\$86,912
Associate Software Engineer	40	\$119,004
Staff Software Quality Engineer	33	\$161,064
Senior Staff Software Engineer	28	\$197,360
Senior Inbound Product Manager	25	\$153,530
Inbound Product Manager	24	\$122,504
Senior Software QA Engineer	22	\$129,683
Senior Manager, Software Engineering Management	20	\$219,964
Manager, Software Engineering Management	18	\$200,740

Top Work Locations

City	State	Filings
------	-------	---------

Santa Clara	CA	1,115
San Diego	CA	293
Kirkland	WA	132
Orlando	FL	123
Pleasanton	CA	49
San Francisco	CA	45
Chicago	IL	37
Austin	TX	24
New York	NY	24
Waltham	MA	21

DISCLAIMER: This report is generated from U.S. Department of Labor LCA public disclosure data. H1BWageCheck (h1bwagecheck.com) is not affiliated with, endorsed by, or connected to any U.S. government agency. The information is provided for informational purposes only and does not constitute legal, financial, or employment advice. Wage data reflects amounts filed in Labor Condition Applications and may not reflect actual compensation paid. Data is current as of the most recent DOL quarterly release. Report generated 2026-05-10.