

Top H-1B Sponsors by Industry

87 companies that filed the most H-1B sponsorships last year, grouped by industry, with the majors that fit and the degree level each industry usually hires.

71.5% of people picked in this year's H-1B lottery had a US master's or higher	3 in 4 sponsored jobs are in computing, math, engineering or science	Any time universities skip the lottery and can sponsor year-round
--	--	---

Jump to an industry

Tech and software	23 companies
Chips and hardware	7 companies
Cars and industrial	6 companies
Accounting and consulting	6 companies
Banking and payments	16 companies
Retail, shipping and telecom	6 companies
Healthcare and pharma	4 companies
Universities (no lottery)	2 companies
IT services	17 companies

What the data says about degrees and STEM

How to check a company before you apply

How to read this guide

Filings = H-1B labor filings (Labor Condition Applications) the company sent to the US Department of Labor from Oct 2024 to Sep 2025. They include renewals, so they overstate new hires.

Average salary covers all of a company's filings, mostly experienced staff. It is not a new-graduate salary.

Majors and degree level are what each industry usually hires. The data does not record them by company.

Past sponsorship is not a promise. Always check the job posting.

Tech and software

23 companies

Majors that fit: Computer science, software engineering, computer engineering, data science, statistics, math, electrical engineering. Information systems and business analytics fit analyst and product roles.

Usual degree: Bachelor's and master's are both common. PhD for research scientist roles.

STEM degree needed? Yes for almost all technical roles, which are most of the filings.

Non-STEM routes: Product, program and project management, UX design, finance, marketing and sales. Far fewer filings, and usually experienced hires.

#	Company	H-1B filings	Avg. salary
1	Amazon	22,907	\$156,099
2	Microsoft	9,275	\$172,520
3	Google	8,798	\$185,144
4	Apple	7,004	\$209,015
5	Meta	6,625	\$205,401
6	IBM	2,613	\$150,918
7	Salesforce	1,819	\$204,437
8	ByteDance	1,299	\$218,515
9	Oracle	1,261	\$174,353
10	Cisco	1,242	\$179,865
11	Adobe	1,157	\$190,962
12	TikTok	935	\$215,287
13	ServiceNow	908	\$167,479
14	LinkedIn	901	\$221,924
15	Uber	867	\$192,538
16	Intuit	686	\$199,986
17	Palo Alto Networks	585	\$199,577
18	DoorDash	542	\$207,270
19	eBay	541	\$190,248
20	Hewlett Packard Enterprise	526	\$193,677
21	Expedia	516	\$165,515
22	Bloomberg	514	\$223,164

#	Company	H-1B filings	Avg. salary
23	ADP	474	\$161,602

Chips and hardware

7 companies

Majors that fit: Electrical engineering, computer engineering, computer science, materials science, physics, chemical engineering, mechanical engineering.
Usual degree: Master's and PhD are most common. Bachelor's for some engineering roles.
STEM degree needed? Yes.
Non-STEM routes: Very limited: occasional finance and supply chain roles.

#	Company	H-1B filings	Avg. salary
1	Intel	2,797	\$154,662
2	Qualcomm	1,932	\$169,635
3	Nvidia	1,870	\$225,600
4	AMD	830	\$180,396
5	Micron	560	\$135,496
6	ASML	458	\$147,616
7	Applied Materials	428	\$162,174

Cars and industrial

6 companies

Majors that fit: Mechanical, electrical, industrial, manufacturing and chemical engineering, materials science, computer science.
Usual degree: Bachelor's and master's in engineering.
STEM degree needed? Yes for most roles.
Non-STEM routes: Limited: supply chain, finance and operations roles.

#	Company	H-1B filings	Avg. salary
1	Tesla	2,698	\$153,502
2	Ford	983	\$149,290
3	Cummins	803	\$116,979
4	General Motors	788	\$142,015
5	Lucid	625	\$172,198
6	Rivian	455	\$154,932

Accounting and consulting

Good for business majors

Majors that fit: Accounting, finance, economics, business, information systems, data analytics, computer science, engineering.

Usual degree: Bachelor's and master's (a Master of Accounting is common). MBA for post-experience consulting roles.

STEM degree needed? Not for audit, tax and many advisory roles. Technology consulting roles usually need a technical degree.

Non-STEM routes: Audit, tax, advisory and strategy consulting. One of the main routes for non-STEM degrees.

#	Company	H-1B filings	Avg. salary
1	EY (Ernst & Young)	9,565	\$153,436
2	Deloitte	6,666	\$130,219
3	Accenture	2,865	\$188,572
4	PwC Advisory	973	\$180,098
5	McKinsey	617	\$188,605
6	Boston Consulting Group	617	\$194,665

Banking and payments

Good for finance and economics majors

Majors that fit: Finance, economics, accounting, math, statistics, financial engineering, computer science, data science, information systems.

Usual degree: Bachelor's for analyst programs. Master's (financial engineering, MBA) for quantitative and associate roles.

STEM degree needed? Not for banking and finance roles. Yes for technology and quantitative roles, which are a large share of filings.

Non-STEM routes: Investment banking, markets, risk, finance and compliance roles (analyst and associate titles).

#	Company	H-1B filings	Avg. salary
1	JPMorgan Chase	3,516	\$162,648
2	Fidelity	2,131	\$138,479
3	Goldman Sachs	1,979	\$134,031
4	Citibank	1,378	\$160,740
5	PayPal	1,072	\$176,406
6	Visa	1,049	\$179,829

#	Company	H-1B filings	Avg. salary
7	U.S. Bank	828	\$137,564
8	Bank of America	783	\$156,582
9	American Express	759	\$152,469
10	Capital One	728	\$196,150
11	Morgan Stanley	725	\$162,227
12	Wells Fargo	633	\$174,247
13	Barclays	619	\$155,518
14	Charles Schwab	577	\$155,051
15	Mastercard	532	\$163,033
16	BlackRock	453	\$143,263

Retail, shipping and telecom

6 companies

Majors that fit: Computer science, data science, supply chain, industrial engineering, business analytics, electrical engineering.

Usual degree: Bachelor's and master's. Most filings are technology and analytics roles.

STEM degree needed? Mostly yes.

Non-STEM routes: Limited: supply chain, merchandising and finance roles.

#	Company	H-1B filings	Avg. salary
1	Walmart	4,020	\$164,150
2	FedEx	1,098	\$111,104
3	Charter Communications	637	\$143,004
4	Comcast	629	\$146,755
5	AT&T	546	\$169,236
6	T-Mobile	480	\$149,399

Healthcare and pharma

Clinical and research degrees

Company	Filings	Avg. salary	Majors that fit
Optum	646	\$155,751	Computer science, data science, health informatics, statistics, actuarial science.
Mayo Clinic	576	\$143,858	Medicine and clinical fields, biomedical research, biostatistics.
Eli Lilly	517	\$136,164	Chemistry, biology, biochemistry, chemical engineering, biostatistics, pharmacy.
Elevance Health	457	\$140,190	Computer science, data science, health informatics, statistics, actuarial science.

Degree: bachelor's or master's for technology and analytics roles (Optum, Elevance Health). MD or PhD for clinical and research roles (Mayo Clinic, Eli Lilly research).
Note: Mayo Clinic may be exempt from the lottery as a nonprofit with its own medical school. Confirm with the employer.

Universities (no lottery)

Any field, and no lottery

Majors that fit: Research and teaching roles across the sciences, engineering, medicine, social sciences, humanities and business.
Usual degree: PhD and master's for most roles (postdocs, researchers, faculty).
STEM degree needed? No. Universities sponsor faculty and research staff in every field.
Non-STEM routes: Faculty, research and professional staff roles in non-STEM departments.

#	Company	H-1B filings	Avg. salary
1	University of Michigan	539	\$84,867
2	Stanford University	538	\$104,107

Why universities matter: universities and their affiliated nonprofits are exempt from the H-1B lottery, so they can sponsor at any time of year and in any field. Michigan and Stanford are simply the two biggest filers; most US universities sponsor faculty and research staff.

IT services

17 companies

Majors that fit: Computer science, information technology, information systems, engineering.

Usual degree: Bachelor's plus work experience is most common.

STEM degree needed? Yes: nearly all filings are IT roles.

Non-STEM routes: Limited: business analyst roles.

#	Company	H-1B filings	Avg. salary
1	Cognizant	11,091	\$111,451
2	Tata Consultancy Services	7,792	\$110,324
3	Infosys	5,756	\$107,212
4	HCL America	2,892	\$112,163
5	Capgemini	2,678	\$131,019
6	LTIMindtree	2,644	\$113,000
7	Wipro	2,186	\$97,287
8	Mphasis	1,461	\$116,599
9	Tech Mahindra	1,285	\$109,965
10	UST Global	862	\$113,081
11	CGI	756	\$124,270
12	L&T Technology Services	738	\$103,995
13	Hexaware	623	\$111,017
14	Virtusa	620	\$118,599
15	Infinite Computer Solutions	559	\$109,453
16	Synechron	501	\$117,035
17	Persistent Systems	496	\$120,854

Average salaries in this group are the lowest on the list. Many filings are for experienced IT staff.

What the data says about degrees and STEM

Bachelor's or master's?

Measure	Year	Master's or higher
People picked in the H-1B lottery	FY2027 (picked Mar 2026)	71.5%
People picked in the H-1B lottery	FY2026	57%
All approved H-1B petitions	FY2024	63%
Everyone who entered the lottery	FY2020 to FY2024	36%

A US master's helps for two reasons:

- 20,000 of the 85,000 H-1B slots each year are reserved for people with a US master's or higher.
- Since 2026 the lottery gives higher wage levels more entries. Government estimates put the odds at about 15% for entry-level wages and 61% for the top level, against about 30% for everyone before.
- Bachelor's graduates are still sponsored (34% of all approvals in FY2021), but a first job at an entry-level wage now has lower odds per attempt.

Was the job STEM?

About **3 in 4** FY2025 filings were for computing, math, engineering or science jobs (75%). The official FY2023 report puts the same group at 79% of approved petitions. STEM degrees also get up to 36 months of work time after graduation (OPT plus the STEM extension) against 12 months for other degrees, which usually means three lottery attempts instead of one.

Where non-STEM degrees get sponsored

Route	FY2025 filings	Usual degrees
Accounting, finance, consulting	50,906	Accounting, finance, economics, business; bachelor's or master's
Management	33,864	Any field, often an MBA; mostly experienced hires
Healthcare	24,510	Clinical degrees plus a US license
Universities and schools	22,634	Any academic field; PhD for faculty and postdocs
Design, media and arts	6,173	Design, UX, media
Law	3,635	JD or LLM

Tip for business majors: some business programs are STEM-designated (for example business analytics or quantitative economics), which gives up to 36 months of work time. Check your program's CIP code against the DHS STEM Designated Degree Program List.

Citizens of Canada, Mexico, Australia, Chile or Singapore: TN, E-3 and H-1B1 visas skip the H-1B lottery. Ask an immigration attorney.

How to check a company before you apply

1. **Read the job posting.** Look for a line about sponsorship or work authorization. A big sponsor can still mark one role 'no sponsorship'.
2. **Look the company up on the USCIS H-1B Employer Data Hub.** It shows approved petitions by year.
uscis.gov/tools/reports-and-studies/h-1b-employer-data-hub
3. **Check salaries for your job title and city.** h1bdata.info shows what a company paid in its filings.
4. **Filter your job search.** In Handshake, use the Work Authorization filters 'Will sponsor or doesn't require US work visa' and 'Accepts OPT/CPT'.
5. **Starting a STEM job? Check E-Verify.** The 24-month STEM OPT extension needs an employer enrolled in E-Verify. e-verify.gov/e-verify-employer-search
6. **Ask early and honestly.** Ask the recruiter about sponsorship at the first conversation, not at the offer stage.

What this guide is not. It lists companies that filed the most H-1B paperwork in FY2025 (Oct 2024 to Sep 2025), before this year's wage-weighted lottery and the \$100,000 fee on certain petitions took effect. It is not a list of guaranteed sponsors, and it is not legal advice. Confirm your situation with your school's international student office (DSO) or an immigration attorney.

Sources

- MyVisaJobs: Active Hiring by Petition Status, Certified, FY2025 (company filings and salaries)
- MyVisaJobs: Active Hiring by Occupation, FY2025 (STEM share, non-STEM routes)
- USCIS figures reported by SHRM and WR Immigration, July 2026 (lottery degree shares)
- National Foundation for American Policy, Nov 2025 (FY2024 degree share)
- Pew Research Center, Mar 2025 (FY2021 degree shares)
- TRAC Reports (lottery registrations and estimated odds by wage level)
- USCIS, Characteristics of H-1B Specialty Occupation Workers, FY2023 (occupations)

Companies left out: Compunnel, Kforce and Randstad Digital (staffing firms), and Grandison Management and SkillTune Technologies (business not confirmed).