

KPIT

NOTICE TO ALL EMPLOYEES

Pursuant to 20 C.F.R. 655.734, you are hereby notified that a Labor Condition Application has been filed by KPIT Technologies Inc. in connection with a "H-1B" petition/ application.

Electronic notice is provided at: <https://www.kpit.com/public-lcas-for-kpit-technologies-inc/>

This website, which is available to all workers at this worksite, includes the following information:

- That H-1B nonimmigrants are sought;
- Number of H-1B nonimmigrants sought by the employer;
- Occupation classification(s);
- Wage offered;
- Period of employment;
- Location(s) at which the nonimmigrant will be employed;
- That the LCA is available for public inspection at the H-1B employer's principal place of business in the U.S. or at the worksite.

Complaints alleging misrepresentation of material facts in the labor condition application and/or failure to comply with the terms of the labor condition application may be filed with any office of the Wage and Hour Division of the U.S. Department of Labor.

This notice is posted indefinitely starting from 7/27/2026

Address of physical posting: Ford Motor Company, 20000 Rotunda Dr, Dearborn, MI 48124

Signature:

Date of signature:

Name:

Title: Organization: KPIT Technologies Inc

KPIT Technologies Inc.
21333 Haggerty Rd, Suite 100,
Novi, MI 48375.

O +1 734-821-1733
E info@kpit.com
W kpit.com

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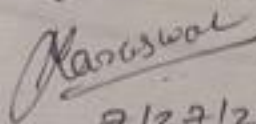
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Address of physical posting: Ford Motor Company, 20000 Rotunda Dr, Dearborn, MI 48124

Signature:



7/27/2026

Date of signature:

Narendra Saraswat

Name:

Title: Organization: KPIT Technologies Inc

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FD

EMPLOYEE RIGHTS
UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE
\$7.25 per hour
Effective July 1, 2009

Employers must pay the minimum wage to all employees who are not exempt. This includes full-time and part-time employees, as well as those who work on a seasonal basis. The minimum wage is the lowest amount an employer can pay an employee for their work.

Employers must also pay overtime pay to non-exempt employees who work more than 40 hours per week. Overtime pay is calculated at one and one-half times the employee's regular rate of pay.

Employers must keep accurate records of the hours each employee works and the wages they are paid. These records must be kept for at least two years.

Employees who believe they are not being paid the minimum wage or overtime pay should contact the Department of Labor or a local labor union for assistance.

Workplace Discrimination is Illegal

The Equal Opportunity Commission (EEOC) enforces federal laws that prohibit employers from discriminating against employees on the basis of race, color, sex, religion, national origin, age, disability, and genetic information. These laws apply to employers with 15 or more employees.

Discrimination can occur in many ways, including hiring, firing, promotion, pay, and job assignments. Employees who believe they have been discriminated against should contact the EEOC or a local labor union for assistance.

EMPLOYEE RIGHTS
UNDER THE FAIR LABOR STANDARDS ACT

The Department of Labor enforces federal laws that protect employees' rights to organize, join unions, and bargain collectively with their employers. These laws apply to employers with 10 or more employees.

Employees have the right to join a union and to join or leave a union at any time without penalty. They also have the right to bargain collectively with their employers over wages, benefits, and working conditions.

Employers must not discriminate against employees for joining or supporting a union. They must also bargain in good faith with the union.

Job Safety and Health
IT'S THE LAW!

The Occupational Safety and Health Administration (OSHA) enforces federal laws that protect workers from job-related safety and health hazards. These laws apply to employers with 10 or more employees.

Employers must provide a safe and healthy work environment for their employees. They must also comply with OSHA's safety and health standards.

Employees have the right to a safe and healthy work environment. They should report any safety or health concerns to their employer or to OSHA.

YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT
AND REEMPLOYMENT RIGHTS ACT

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects the rights of service members and veterans to return to their civilian jobs after military service. It applies to employers with 100 or more employees.

USERRA requires employers to reemploy service members and veterans who return from military service within a certain time frame. It also prohibits employers from discriminating against these individuals.

Service members and veterans who believe their rights under USERRA have been violated should contact the Department of Labor or a local labor union for assistance.

Form with multiple sections and checkboxes, likely a union membership or grievance form. Includes fields for name, address, and contact information.

Letter or document with a header and several paragraphs of text. Includes a signature line at the bottom.

Form titled "KPIT" with a header and several sections of text. Includes a signature line at the bottom.

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