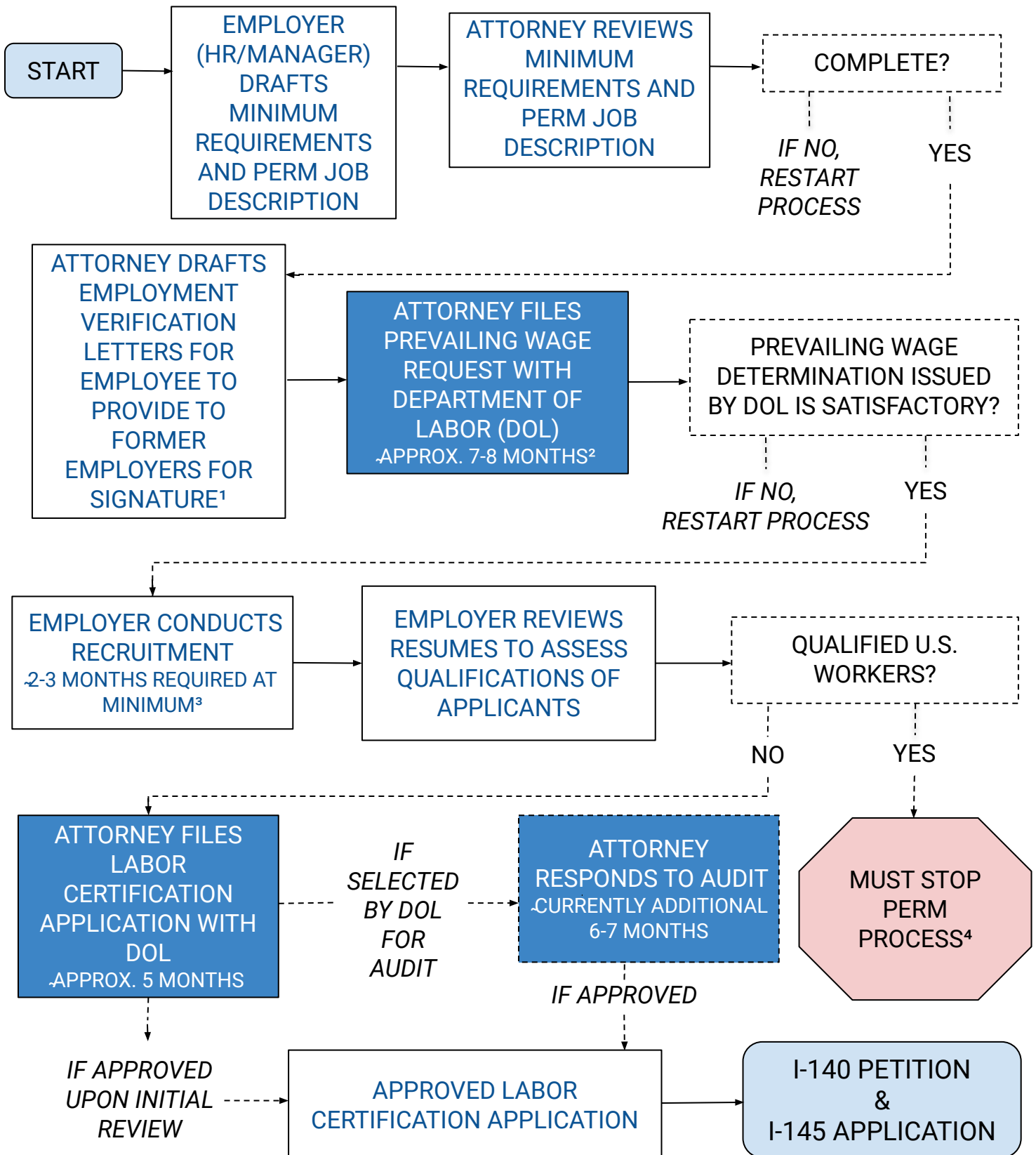


PERM PROCESS FLOWCHART

Flowchart adapted from PERM Overview Chart by Barst Attorneys at Law



¹ For best practices, it is recommended to obtain employment verification letters, which will be required at the I-140 stage, prior to filing a prevailing wage request with DOL to ensure that the beneficiary's qualifications can be verified.

² All estimated processing times included in this flowchart are approximate and based on current published estimates available at: <https://flag.dol.gov/processingtimes>.

³ The sponsoring employer may begin PERM recruitment before a prevailing wage determination is issued from DOL. At least one recruitment effort must be initiated during the validity period of the prevailing wage determination or the labor certification application must be filed during the validity period of the prevailing wage determination. Under the PERM special handling process, the labor certification application must be filed within 18 months from the date that the beneficiary is selected for the PERM position upon completion of a competitive recruitment and selection process.

⁴ If qualified U.S. workers who are willing, able, and available to fill the PERM position apply for the job opportunity, then the PERM process must stop. The sponsoring employer may initiate a new PERM process at a later date, e.g., after waiting six months or longer.