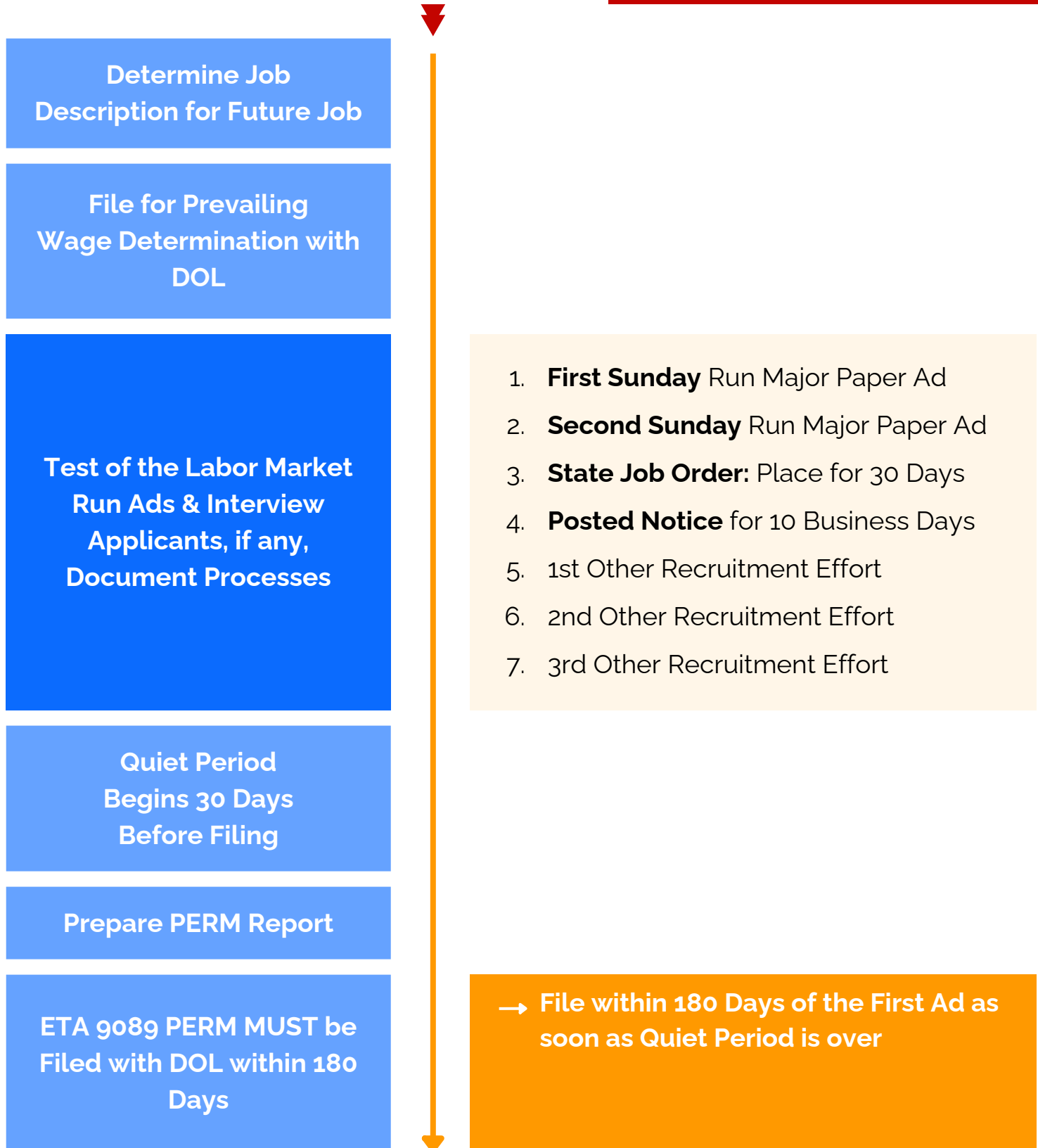


PERM Labor Certification

Test of the Labor Market



Determine Job Description for Future Job

File for Prevailing Wage Determination with DOL

Test of the Labor Market Run Ads & Interview Applicants, if any, Document Processes

Quiet Period Begins 30 Days Before Filing

Prepare PERM Report

ETA 9089 PERM MUST be Filed with DOL within 180 Days

1. **First Sunday** Run Major Paper Ad
2. **Second Sunday** Run Major Paper Ad
3. **State Job Order:** Place for 30 Days
4. **Posted Notice** for 10 Business Days
5. 1st Other Recruitment Effort
6. 2nd Other Recruitment Effort
7. 3rd Other Recruitment Effort

→ File within 180 Days of the First Ad as soon as Quiet Period is over