PampaninFoster, LLC

PERM *Basic* Estimated Timeline

(subject to change based on government filing times)

Initiate Case

- Intake Forms
- Job Description
- Preparation of NOF by attorney and verification of experience / knowledge requirements per candidate
- Attorney files prevailing wage determination

Prevailing Wage Determination ("PWD")(9141)

(6 months)

- Determining average wage paid to similarly employed workers in a specific occupation in the area of intended employment
- After certification of PWD, start recruitment phase*

Recruitment Phase

(3 months)

- Prepare advertising materials (30 days)
- Advertising period (30 days)
- Cooling off period (30 days)
- File PERM**

PERM – 9089

(6 months)

- Testing of market for minimally qualified U.S. workers
- After approval, file I-140

I-140

(10 – 25 months) OR

(15 days w/premium processing)

I-485

(10 to 20 months)

File when priority date ("PD") current

- Visa Bulletin
  Check if PD is current
- Significant delays for India and China

*Recruitment phase can be started concurrently with PWD filing; however, waiting until the PWD is certified is recommended.

**Application of foreign national to obtain an employment-based immigrant visa (Green Card)