U.S. DEPARTMENT OF LABOR Employment & Training Administration



PERM Labor Certification Program Online Registration Process August 22, 2018

Employment and Training Administration Office of Foreign Labor Certification Atlanta National Processing Center United States Department of Labor



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Department of Labor: PERM Program *Presenters*

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Center Director Atlanta National Processing Center Office of Foreign Labor Certification



- I. Registering in the PERM Online System
- II. Passed Business Existence Registration
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- IV. Failed Business Existence Registration
- V. Reasons for Delayed Business Existence Registration Processing
- VI. Contacting the Correct Help Desk
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- The PERM Online System requires employers to register prior to filing an ETA Form 9089 online
- ✓ The employer must provide proof that it is a valid business entity
- When registering in the PERM Online System, the employer's information is stored in a profile, which is used to pre-populate key fields in future applications the employer files online





Section I

Registering in the PERM Online System



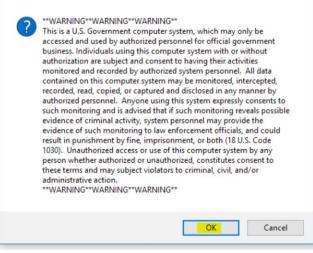
Registering in the PERM Online System allows the employer to:

- ✓ Submit online PERM applications;
- Save time by pre-populating general information on future PERM applications;
- ✓ Check status of existing PERM applications;
- ✓ View and print submitted PERM applications;
- ✓ Withdraw applications in incomplete status;
- Manage who can prepare and submit PERM applications on the employer's behalf (e.g., modify or create sub-accounts for other employer contacts, attorneys, and agents);
- Establish, activate, and deactivate user accounts within the business; and
- ✓ Upload responsive documents to a case



Register in the PERM Online System

- ✓ Go to <u>www.plc.doleta.gov</u>
- After reading the warning message about using a U.S. government computer system, select "OK"





	ETA Foreign Labor Certification
	REGULATIONS CERTIFICATIONS WAGE INFO DOCUMENTS CONTACT FORM INSTRUCTIONS
Welcome to th Permane	If you are a registered user, enter your login information. Username: Password: Description Descriptio
ETA DOL OFLC Dise	claimer Paperwork Reduction Act Expiration Date Processing Center Form ETA 9089
	About Permanent Online Image: Construction of the second seco

- Select the "Register" button to start the PERM registration process
 - **TIP:** Access basic information about the PERM Online System by selecting "FORM INSTRUCTIONS" and "About Permanent Online." Select "ONLINE HELP" hyperlink to access the PERM Online System user guide



Registration

To better assist you with processing applications for Permanent Employment Certification (Form ETA 9089), the electronic Permanent Online System to set up individual accounts. Please set up your profile by selecting the appropriate profile option below.

Empl	loyer Profile
By cor	mpleting an Employer Profile, you will be able to:
:	Save time by pre-populating your general information View the status of your labor certification applications online Update your profile information online Track newly submitted labor certification applications Email saved labor certification applications to others within the company Add new users to your account Withdraw labor certification applications no longer needed
	Setup Employer Profile Cancel

✓ Select "Setup Employer Profile"



Registration

Please read the following terms and conditions.

	ase read the Terms and Conditions of Use below which explains important information about the website's usage. Maintainin Ir privacy and the security of the data you share with DOL is one of our major commitments to you.
wor App	s website is a service provided to employers (and their attorneys or agents) who have documented a shortage of domesti kers and want to bring foreign workers to the U.S. This website allows employers (and their attorneys or agents) to complete th lication for Permanent Employment Certification (ETA Form 9089). This website will help you complete your applications b viding a tool to do so online.
The	following Terms and Conditions for Use of this website apply:
	You are responsible for any and all activities that occur under your PIN for this online system.
	· You must take the necessary steps to ensure that others do not use your account to gain unauthorized access to this system
	 Posting material or information that is unlawful, such as obscene materials, inappropriate content, or language on this site is prohibited.
	Your information will not be sold to mailing lists.
	 It is your responsibility to submit accurate information. Knowingly furnishing false information in the preparation of this application and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by a fine or imprisonment up to five years or both under 18 U.S.C §§ 2, 1001. Other penalties apply as well to fraud or misuse of ETA immigration documents and to perjury with respect to such documents under 18 U.S.C. §§ 1546 and 1621.
	 Unauthorized attempts to upload information or change information provided by this service are strictly prohibited and may be punishable by law.
	III the registration terms and conditions? If you decline, you will be redirected to the home page. To continue entering information, nditions.
	Accepti Decline

- The employer must select "Accept," if in agreement with the terms and conditions
- If "Decline" is selected, the employer cannot continue with the registration process

For Government Training Use Only (August 22, 2018)



Welcome new Employer

Please enter your user information below. Required fields are marked with an asterisk (*). When you have completely filled out the form, click the 'Submit' button. If you do not wish to register at this time, click the 'Cancel' button to return to the home page. Once you have successfully submitted your user information and become a registered user, you may edit your profile by choosing the My Profile tab.

User Profile	
First Name:	*
Last Name:	*
Phone:	* ext:
Fax:	
Email:	*
Confirm Email:	*
	We respect your privacy and will keep your email address confidential. The email address is needed to send your username/password in the event you forget them.
Username:	* The Username must be 8-15 characters long. Username cannot contain special characters or spaces. We will provide you with a unique password which we will send to the email address you have provided. You will be asked to change the password the first time that you login with the login ID you selected. Once you have successfully registered and logged in, we will send you an email with a Personal Identification Number(PIN). This combination of login ID, password, and PIN number will be the "key" to accessing the Permanent Online System.

- ✓ All required fields (indicated with an asterisk "*") must be completed
- The information in the "User Profile" section cannot be associated with the employer's attorney or agent; if an attorney or agent is entered in the user profile section, the registration will be denied



Message	from webpage	×
	- Username is a required entry and must be 8-15 characters long. Numbers, apostrophes, hyphens, and other special characters are not allowed.	
	OK]

- ✓ The username:
 - ✓ Must be between 8-15 characters long
 - Must not include numbers, apostrophes, hyphens, or other special characters



EIN Number:	* Enter employer's unique 9-digit identi Number.	fication number. Do not list the Social Security
Business Name:	ż	
Address:	*	
City:	ż	*State: Select State 🗸
Province:		
Country:	* Select Country	~
Zip/Postal Code:	ż	
Phone Number:	*	ext:
NAICS Code:	* <u>S</u>	earch NAICS Code
Year Commenced Business:	×	

- ✓ Do <u>NOT</u> enter a social security number (SSN) in the EIN Number field
- ✓ If NAICS code is unknown, use "Search NAICS Code" hyperlink to search by NAICS Code or description



First Name:	* MI:
Last Name:	*
Address:	*
City:	* * State: Select State V
Province	
Country:	* Select Country
Postal Code:	*
Phone Number:	* ext:
Email:	x
Confirm Email:	×

Tip: To auto-populate the address and telephone number in the "Employer Contact Information" section with the same information entered in the "Employer Business Information" section, select the radio button next to "Same as Employer Information"



	Same as Employer Information
First Name:	* MI:
Last Name:	*
Address:	* Harris Tower
	233 Peachtree Stree, Suite 410
City:	* Atlanta *State: GA V
Province	
Country:	* UNITED STATES OF AMERICA
Postal Code:	* 30303
Phone Number:	* 4048930101 ext:
Email:	*
Confirm Email:	*

 If the radio button next to "Same as Employer Information" is selected, the employer still needs to complete the "First Name," "Last Name," "Email," and "Confirm Email" fields before the registration can be submitted in the PERM Online System



Message from webpage	×
 Employer Contact First Name is a required entry. Employer Contact Last Name is a required entry. Employer Contact Email is a required entry and must be a valid e-mail address. 	1
OK	

- A message will appear if the employer has not completed all required fields
- The employer will not be able to submit its registration until it completes all required fields



Thank you	I for registering with the Permanent Online System.
	ty purposes, an email confirmation letter with your password and pin t to you if the information you provided to us is verified.
	ormation cannot be verified, you will be contacted via email too. In not create a second account, as verification could take severa
lf you hav	e any problems, feel free to email us at : PLC.Help@dol.gov .
	OK

- ✓ When the employer submits a registration, the employer will receive a registration confirmation message
- ✓ The registration confirmation message does <u>not</u> mean the employer passed registration





Section II

Passed Business Existence Registration



- If the employer passes Business Existence registration, the employer will receive two emails from PLC.Help@dol.gov with the subject line "Permanent Online System Account Creation Notification"
- The first email will contain the username and temporary password; a second, separate email will include the employer's Personal Identification Number (PIN)
- ✓ The email address entered in the "User Profile" section is the only email address that will be sent a temporary password and PIN
 - **TIP:** Add <u>PLC.Help@dol.gov</u> and <u>BE-RFI.Atlanta@dol.gov</u> to your address book to prevent emails from going to SPAM



✓ The passed registration email will include the username and a temporary password

From: U.S. Dept of Labor Employment & Training Administration [mailto:PLC.Help@dol.gov] Sent: Tuesday, July 11, 2017 8:58 AM Fo: Subject: Permanent Online System Account Creation Notification	
	U.S. Department of Labor Employment and Training Administration Office of Foreign Labor Certification Atlanta National Processing Center Harris Tower 233 Peachtree Street, Suite 410 Atlanta, Georgia 30303
07/11/2017	
Thank you for registering to use the Department of Labor's Permanent Online Syster username: XXXXXXX password: XXXXXXX	n. Your login information is:
Company Name: XXXXXXX	
For security purposes, please do not share this email with anyone, since it contains y memory so that others cannot gain unauthorized access to your account. Please delet	
IF YOU DID NOT REGISTER: Please notify our HelpDesk at <u>PLC.Help@dol.gov</u> to prevent unauthorized use of yo	ur account.
IF YOU DID REGISTER: The online application provides you with the tools to help you prepare, manage and p immediately, go to <u>https://www.plc.doleta.gov</u> enter your login information as shown	process Permanent Employment Certification application(s). To start using the system n above, then click the 'LOGIN' button.



 The passed registration email will also indicate the system benefits of submitting online applications in the PERM Online System

System Benefits:

This system allows employer and agent/attorney to perform several helpful activities online, such as:

- Use an online system to prepare an electronic copy of your Permanent Employment Certification application instead of doing so manually.
- Save time by pre-populating your general information into the Permanent Employment Certification applications
- Check the status of your case online
- Obtain proof that your application was received in the Atlanta National Processing Center
- Reuse previously prepared Permanent Employment Certification applications
- Update your profile information online
- Withdraw Permanent Employment Certification applications that are in incomplete status.
- Manage who can prepare applications on your behalf, i.e., establish, activate and deactivate user accounts within your organization

Should you have any questions, please send policy-related questions to PLC.Atlanta@dol.gov. Technical related inquiries can be sent to PLC.Help@dol.gov.

Thank you.

Permanent System Administrator



 A subsequent email that includes the PIN will be sent to the employer immediately

To: Subject: Permanent Online System Account Creation	Notification
	U.S. Department of Labor Employment and Training Administration Office of Foreign Labor Certification Atlanta National Processing Center Harris Tower 233 Peachtree Street, Suite 410 Atlanta, Georgia 30303
07/11/2017	-
Your PIN information is listed below:	of Labor's Permanent Online System on 06/02/2017.
Your PIN information is listed below:	of Labor's Permanent Online System on 06/02/2017.
Your PIN information is listed below: PIN: ####	of Labor's Permanent Online System on 06/02/2017.
Your PIN information is listed below: PIN: #### Company Name: XXXXXXX For security purposes, please ensure that you only	provide the PIN to your authorized representative, if applicable.
Your PIN information is listed below: PIN: #### Company Name: XXXXXXX For security purposes, please ensure that you only They will be required to enter the PIN when subm	provide the PIN to your authorized representative, if applicable.

 The employer will need a username, password, and PIN in order to submit a PERM application online



Thank you for registering to use the Department of Labor's Permanent Online System. Your login information is:

username: XXXXXXX password: XXXXXXX

- Once the employer receives the passed registration email from <u>PLC.Help@dol.gov</u>, the employer <u>must</u> change the temporary password immediately when logging into the PERM Online System
- If the employer does not immediately change the temporary password, the employer may get locked out of the PERM Online System, delaying the employer's ability to submit an online PERM application
- ✓ Passwords expire after 90 days



- Once the employer has logged into the PERM Online System, the employer should create a security question and answer
 - This will allow the employer to reset their own PERM Online System account without having to contact the helpdesk and wait for a response
- The employer can expeditiously submit PERM applications online, check the status of its applications, and upload necessary documents into the PERM Online System



System-Generated Emails

- Registration emails are system-generated and automatically sent via the PERM Online System to the employer's email address entered during registration
- Email service providers may block the employer's ability to receive the temporary password and PIN emails for passed registrations for systemgenerated emails
- ✓ If the employer receives only the temporary password <u>or</u> PIN email (and not both emails), the employer should first contact their service provider to see if this is due to a service provider issue
- ✓ After confirming with the employer's service provider that there is not a problem with receipt of the email, the employer should <u>then</u> contact the <u>PLC.Help@dol.gov</u>
- ✓ When sending an email to <u>PLC.Help@dol.gov</u>, do <u>not</u> include the employer's Password and/or PIN in the email





Section III

Business Existence Request for Information



- If the employer does not receive a passed registration email, a Request for Information (RFI) email with the subject line "U.S. DOL Request For Information for PERM Registration" will be sent from <u>PLC.Help@dol.gov</u> within one week from the date the employer registers in the PERM Online System
- If the employer does not receive an email regarding its Business Existence registration one week after registering in the PERM Online System, the employer should send an email that include its Federal Employer Identification Number (FEIN), username, and employer name to <u>BE-RFI.Atlanta@dol.gov</u>
- ✓ If the email address entered in the "User Profile" section is the same as the email address entered in the "Employer Contact Information," the employer will only receive one RFI email

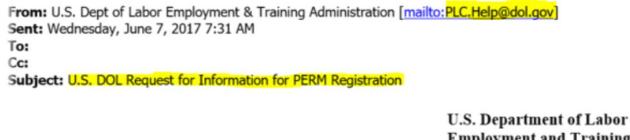


The RFI will specify the registration information required and acceptable documentation. Employers that are private households have to provide proof of FEIN and physical location, but do not have to provide documentation to verify it is a valid business entity. Verification of the employer's Business Existence is completed by reviewing documentation evidencing the employer's:

- FEIN Federal or state tax return documentation is acceptable provided it is on a pre-printed label. Documentation of the FEIN must match the EIN number entered in the "Employer Business Information" section;
- <u>Business Address</u> An official document issued within the last 12 months that shows the employer's business address. Documentation of the address must match the address entered in the "Employer Business Information" section;
- <u>Employer's Name</u> Documentation must match the "Business Name" in the "Employer Business Information" section; and
- <u>Business Entity</u> Documentation proving the employer is in good standing (e.g., – articles of incorporation, business, or state license)



The Business Existence RFI will be sent to the email address entered in the "User Profile" section and a copy to the email address entered in the "Employer Contact Information" section when the employer registered in the PERM Online System



U.S. Department of Labor Employment and Training Administration Office of Foreign Labor Certification Atlanta National Processing Center Harris Tower 233 Peachtree Street, Suite 410 Atlanta, Georgia 30303

07/07/2017

Dear Company Name,

Thank you for registering to use the Department of Labor's Permanent Online System. We cannot grant you access to electronically submit Form 9089 until we receive additional information.



 The employer must provide requested documentation within 30 days of the date indicated on the RFI email

Please submit at least one document from each of the categories below (note, households need only submit documents from the "Proof of FEIN" and "Proof of Physical Location" categories) to the Atlanta National Processing Center (Respond to <u>BE-RFI.Atlanta@dol.gov</u>):

PROOF OF FEDERAL EMPLOYER IDENTIFICATION NUMBER (FEIN). (Choose one from the following):

Documentation from IRS noting assignment of FEIN Federal or State tax return (only acceptable with a pre-printed label) or a pre-printed tax coupon Documentation from employer's financial institution showing employer's FEIN

PROOF OF BUSINESS ENTITY:

Certificate of good standing Articles of incorporation Certificate of Existence Business License State registration Official and/or government documents

PROOF OF PHYSICAL LOCATION (Please use a document issued within the last 12 months):

Tax records Lease or mortgage agreements Utility bills Other documents proving physical location

Please e-mail your response in PDF format or submit a hard copy of the requested documentation to the following address:

Respond to BE-RFI Atlanta@dol.gov

OR

Atlanta National Processing Center Harris Tower 233 Peachtree Street NE Suite 410 Atlanta, GA 30303 Attention: Existence Review

If we do not receive all of the requested documentation within 30 days of the date of this e-mail, your registration will be rejected and you will have to re-register.



- Although the employer's attorney/agent cannot register for the employer in the PERM Online System, the attorney/agent can respond to the Business Existence RFI. RFI responses should include the RFI email sent from <u>PLC.Help@dol.gov</u>
- ✓ All RFI responses should be sent to <u>BE-RFI.Atlanta@dol.gov</u>
- The documentation should match the information entered in the "Employer Business Information" section (FEIN, business name, and address)
- Failing to provide the RFI response to the correct helpdesk email address (<u>BE-RFI.Atlanta@dol.gov</u>) can result in:
 - \checkmark The employer failing Business Existence registration;
 - ✓ The employer having to re-register in the PERM Online System and wait up to 60 days for the new registration to be processed; and
 - ✓ Inability to submit a timely PERM application in the PERM Online System





Section IV

Failed Business Existence Registration



- ✓ If the employer fails Business Existence registration, the employer will receive an email from PLC.Help@dol.gov with the subject line "Permanent Online System Account Creation Notification"
- The email will be sent to the email address entered in the "User Profile" section and a copy to the email address entered in the "Employer Contact Information" section when the employer registered in the PERM Online System
- If the email address entered in the "User Profile" section is the same as the email address entered in the "Employer Contact Information," the employer will only receive one email indicating it failed registration
 - **TIP:** The employer should wait three weeks after submitting the RFI response before it requests the status of the registration



 If the Business Existence information cannot be verified, the email address(es) listed during the registration process will receive an email stating the reason the employer failed registration

From: U.S. Dept of Labor Employment & Training Administration [mailto:PLC.Help@dol.gov] Sent: Wednesday, June 24, 2017 3:37 PM To: Cc: Subject: Permanent Online System Account Creation Notification	
	U.S. Department of Labor Employment and Training Administration Office of Foreign Labor Certification Atlanta National Processing Center Harris Tower 233 Peachtree Street, Suite 410 Atlanta, Georgia 30303
07/24/2017	
Thank you for registering to use the Department of Labor's Permanent Online System on 06/12/2017.	
Company Name: XXXXXX	
Your registration was not approved. The FEIN registered with 12-3456789 on the PERM Online System is different than the FEIN submitted in your documentation, 12-4356789. Therefore, we cannot grant you access to use the Permanent Online System to electronically submit ETA Form 9089 applications.	
If you have questions regarding our disapproval of your access to the Permanent Online System, please send an e-mail to our Helpdesk at <u>BE-RFI.Atlanta@dol.gov</u>	
Thank you.	

 If the employer is not clear of the reason it failed registration, the employer has the option to send an email to <u>BE-RFI.Atlanta@dol.gov</u>



- Registration verification can take up to 60 days to process
- The employer should allot time for unforeseen circumstances and sufficient time for the registration process to be completed
- A registration request will not be expedited due to the urgency of submitting a timely PERM application in the PERM Online System





Section V

Reasons for Delayed Business Existence Registration Processing



Delays in processing registrations may occur if the employer:

- Submits its RFI response to the incorrect email address. Remember to send Business Existence RFI response to <u>BE-</u> <u>RFI.Atlanta@dol.gov;</u>
- Sends status requests immediately after submitting its RFI response;
- Provides the required documentation in separate emails. The employer should provide all requested documentation in one email prior to the due date;
- Provides RFI documentation without identifying the employer's name, username, and FEIN in the email; and
- ✓ Submits duplicate registration requests

TIP: Please submit the original RFI email with the RFI response



- Duplicate registration occurs when the employer registers using the same FEIN, employer name, email address, and employer contact address
- ✓ When attempting to re-register (duplicate registration) for a registration that previously <u>passed</u>, the employer will receive an alert notification

		account(s) that has already be (##-#########) and email ac		
orgotten your user	name/password, plea	ase use the forgot password lipproved account, please cont	ink on the login p	age. If you are having any
pending registration	ns should be directed	to BE-RFI.Atlanta@dol.gov.		
Contact Name	Employer Name	Contact Email	Date Created	

If the employer's previous registration passed, the duplicate registration cannot be submitted



✓ When attempting to re-register for a <u>pending</u> registration, the employer will receive a confirmation message

ou have		s, continuing to sub	rding pending registrations	
previou	s registration attempt Contact Name	Employer Name	Contact Email	Date Created
x	00000	1234	xxxx.1234@gmail.com	07/11/2017

- When the employer selects "OK", the employer's pending duplicate registrations will be overridden and fail
- The employer will receive a registration confirmation message that the duplicate registration was submitted





- The employer may not edit the user account information until registration has passed
- If the employer realizes it made a typographical error (e.g., transposed numbers in the FEIN or entered incorrect email address), the employer can send an email to <u>BE-RFI.Atlanta@dol.gov</u> to request the registration be deleted
- \checkmark When requesting to delete a registration, the email must:
 - ✓ Be sent from the email address listed in the "User Profile" section
 - ✓ Indicate "Delete Registration" in the subject line
 - Include the employer's name, username, FEIN, and a request to delete a PERM registration





Section VI

Contacting the Correct Help Desk



The help desk addresses are not affiliated with each other and need to be contacted independently

- PLC.Atlanta@dol.gov status inquiry or questions for submitted PERM <u>applications</u> (do <u>not</u> send registration questions or RFI responses to <u>PLC.Atlanta@dol.gov</u>)
- BE-RFI.Atlanta@dol.gov RFI responses, status of pending registration, reason registration was denied, and request to delete a registration



- Business Existence RFI responses, registration status inquiries, reason registration failed, and request to delete a registration:
 - BE-RFI Atlanta Help Desk: <u>BE-RFI.Atlanta@dol.gov</u>
 - Mail: U.S. Department of Labor Office of Foreign Labor Certification Atlanta National Processing Center Harris Tower 233 Peachtree Street N.E., Suite 410 Atlanta, GA 30303
- Check the OFLC website for PERM updates, Frequently Asked Questions (FAQs), webinars, and processing announcements at <u>http://www.foreignlaborcert.doleta.gov</u>



Send an email to <u>PLC.Help@dol.gov</u> if you:

- Experience technical issues;
- ✓ Experience PERM Online System issues; or
- Request a password and/or PIN (after first contacting the service provider, see slide 26)

Include in the email the following:

- ✓ Employer name, username, and FEIN;
- Contact name and telephone number;
- \checkmark A detailed explanation of the issue; and
- Email address where the employer can be reached permanently





Section VII

Resources for PERM Labor Certification Applications

Department of Labor: PERM Program Processing Times for PERM Labor Certification Applications



Go to icert.doleta.gov and select "Processing Times"

UNITED STATES DEPARTMENT OF LABOR						ap FAQs Forms About DOL Contact Us Español						
Employment & Training Administration						Ent	ter Search Term	Search				
ETA Home	Find Job & Career Info	Business & Industry	Workforce Professionals	Grants & Contracts	TAA Program	Foreign Labor Certification	Performance & Results	Regions & States				
								PERM Processing Times (as of 06/30/2018)				
Welcome to the iCERT Visa Portal System						Processing Queue		Priority Dates				
Username:			New to the	iCERT System?	,		Processin	y Queue	Month	Year		
Password:	Create Your Portal Account Today					Analyst I	Review	March	2018			
Log In Forgot your username or password?					Audit Review		November	2017				
Alerts Processing Times Forms User Guides Legacy Accounts NPWC Processing Times (as of 06/30/2018) <td colspan="5">Reconsideration Requests to the CO May 2018</td>				Reconsideration Requests to the CO May 2018								
	Processing Q	ueue		Request		The Apr	abust Boulow as	d Audit datas pasta	d on iCERT above reflect the mon	th and year in which encod were		
	H-1B			April 20	018					ter. *The Reconsideration Request		
H-2B June 2018 PERM April 2018			to the CO dates posted on iCERT above reflect the month and year in which cases that are now being reviewed at the Atlanta National Processing Center were appealed. For various reasons, we may be completing the processing of applications filed prior to the month posted on iCERT. If your application was									
								Submission Date Redeterminations PERM/H-1B: May 2018				
H-1B: None Pending Center Director Reviews H-2B: June 2018							Average Number of Days to Process PERM Applications					
	PERM: May 2018					Determinations		Month	Calendar Days			

Analyst Review

Audit Review

The Analyst Review and Audit Review determination processing times on iCERT above reflect the amount of					
time to process applications for the month. The actual processing time for each employer PERM application					
may vary from the average depending on the material facts and circumstances. OFLC is only reporting the					
average processing time for all PERM appli	cations for the most recent mont	h.			

June 2018

June 2018

132

260

Department of Labor: PERM Program Helpful Resources



Visit the OFLC website, and "Subscribe" for e-mail updates at <u>www.foreignlaborcert.doleta.gov</u>



Department of Labor: PERM Program Helpful Resources



View PERM FAQs, forms, regulations, etc. at <u>www.foreignlaborcert.doleta.gov/perm.cfm</u>

