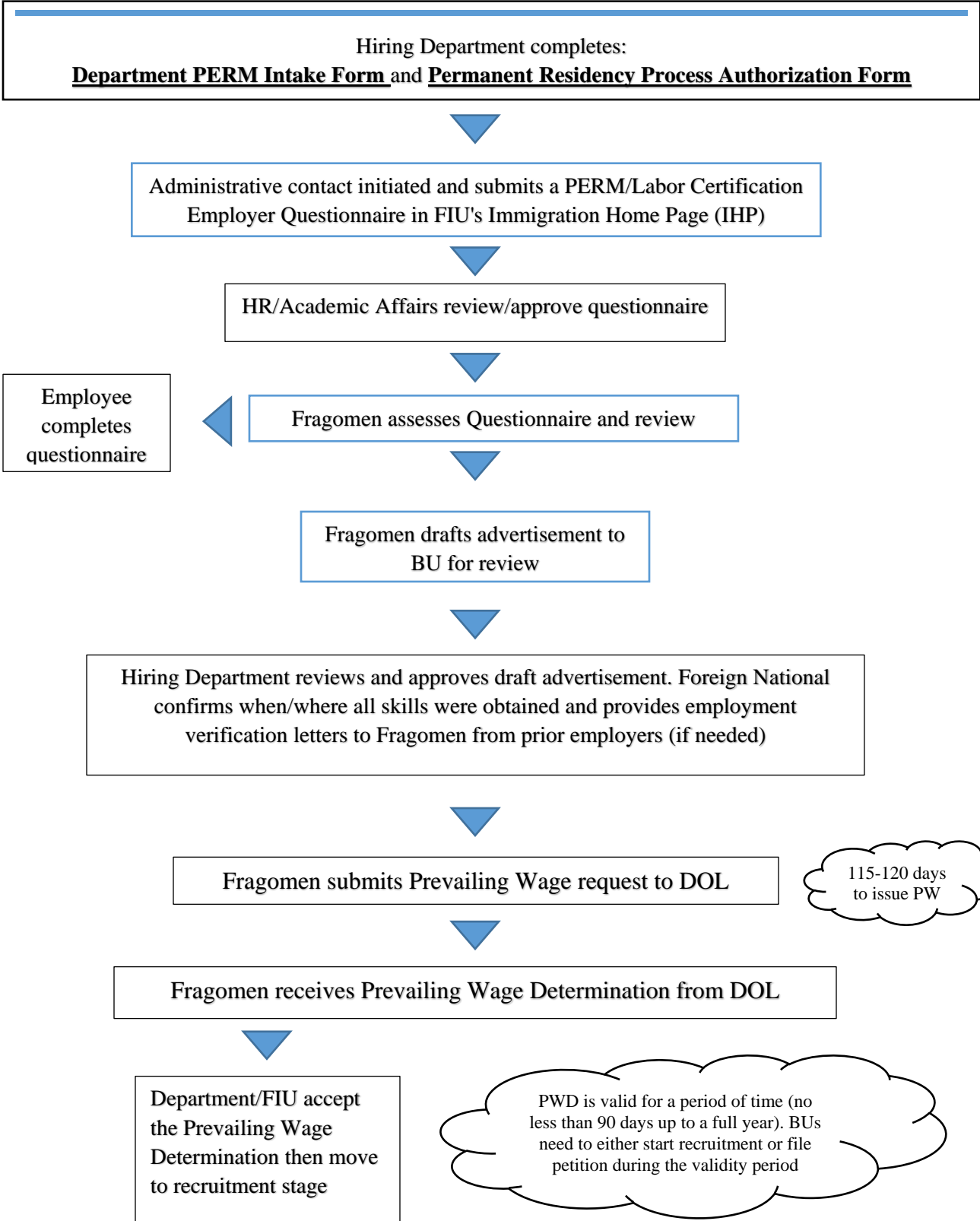


**Regular PERM  
(Non-teaching Positions)**

**Program Electronic Review Management (PERM) Flowchart**



Run 6 Ads-

1. Employflorida.com (30 days)
2. 2 Sunday newspaper ads (Fragomen take care)
3. Radio and Miami New Times (Fragomen take care)
4. FIU website

Post NOJA (10 business days)



Department reviews resumes in response to advertisements and conducts extensive interviews of applicants in order to document that there were no minimally qualified US applicants. Department then drafts Recruitment Report for Fragomen's review.



Fragomen sends ETA 9089 and PERM file to department and employee for confirmation of accuracy



Department and employee review draft application.



Fragomen files ETA 9089 with Department of Labor (DOL)

another 6 months if audited

4-6 months to certify



DOL issues certified ETA 9089 and Fragomen FedEx to Central Immigration Office



Fragomen assists employee to process forms I-140 and I-485



Green Card

5-13 years for some visa retrogression countries