

## Labor Certification - PERM Recruitment Requirement Summary

	<u>Professional Positions</u>	<u>Non-Professional Positions</u>
Print Ads	<p>Two Sunday ads in newspaper of general circulation in the area of intended employment. Both ads must be within 180 and 30 days before filing.</p> <p>If the job requires experience and an advanced degree, the employer may use a professional journal in lieu of the Sunday ads.</p>	Two Sunday ads in newspaper of general circulation in the area of intended employment. Both ads must be within 180 and 30 days before filing.
Additional Recruitments	<p>At least three of the following is required:</p> <ol style="list-style-type: none"> <li>1. Job fairs;</li> <li>2. Employer's web site;</li> <li>3. Job search web site other than employer's web site;</li> <li>4. On-campus recruiting;</li> <li>5. Trade or professional organizations;</li> <li>6. Private employment firms;</li> <li>7. An employee referral program;</li> <li>8. A notice of the job opening at a campus placement office, if no experience is required;</li> <li>9. Local and ethnic newspapers;</li> <li>10. Radio and TV advertising.</li> </ol>	Not required.
Job Order with State	Place job order with State workforce agency for 30 days.	Place job order with State workforce agency for 30 days.
Posting	Employer must post notice for at least 10 consecutive business days at the work location between 180 and 30 days before filing.	Employer must post notice for at least 10 consecutive business days at the work location between 180 and 30 days before filing.

For further information, please contact:

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