

PERM Labor Certification

Test of the Labor Market



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

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