

## EB-2 PERM Flow Chart to Permanent Residence

**1.**  
Department emails ISSS written confirmation of desire to sponsor physician for permanent residence

**2.**  
ISSS strategizes re: business need and timing and sends department the PERM packet for Clinical Faculty

**3.**  
Department submits Statement of Responsibility and PERM Prevailing Wage Determination (PWD) forms to ISSS

**4.**  
ISSS files request prevailing wage determination (PWD) request with the Department of Labor (DOL) online

**5.**  
**6 months later, DOL issues PWD.** ISSS notifies department of wage and sends email attaching Notice of Filing (NOF) and recruitment schedule to department administrator and HSF Recruiter for ad placement.

**9.**  
ISSS files PERM online with the DOL. This establishes the physician's priority date. The priority date determines when the sponsored physician will become eligible to apply for a green card later on, based on the visa bulletin.

**8.**  
ISSS reviews ads and drafts final Recruitment Report for department signature.

**7.**  
Department sends signed NOF and evidence of dates and times of all other ad placement, including *Birmingham News* tearsheets, journal website confirmation, etc., plus applications of any US worker applicants received to ISSS.

**6.**  
Department posts NOF and places required ads for **30-day** recruitment period, followed by **30-day** "quiet period" during which applications are received.

**10.**  
**6-7 months later, DOL approves the PERM and emails the certified document to ISSS.**

**11.**  
ISSS prepares USCIS Forms I-140 and I-907 and notifies physician to come sign original PERM. Department requests checks.

**12.**  
ISSS files USCIS Form I-140 with USCIS via UPS/FedEx with premium processing for adjudication within 15 days.

**13.**  
Once USCIS approves UAB's Form I-140, the sponsored physician begins assembling documents necessary to file USCIS Form I-485. **THIS IS THE PHYSICIAN'S FIRST PERSONAL STEP TOWARD OBTAINING A "GREEN CARD."** Everything previously filed with DOL and USCIS has been required by the employer to make the physician *eligible* for this phase.

\*Notice what's missing? The sponsored physician. The sponsored physician cannot be involved at any stage of the PERM process other than to provide experience verification letters and copies of credentials. The PERM process depends entirely on the job itself.



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### EB-2 PERM FAQs

*1) Will I receive updates about the various stages in the PERM process?*

Generally, no. The PERM process is a long and complicated one involving almost exclusively the employer and the Department of Labor (DOL). There are often long periods of time (i.e., several months) when the DOL is reviewing forms during which there will be no communication. The vast majority of the work is between the department and ISSS. ISSS will let you know if we need anything, but **we will otherwise not respond to emails asking for updates.** We do not have capacity to respond to update requests when there are no updates. We will let you know when the PERM is approved so that the I-140 process can begin.

*2) Why does PERM take so long? Is there premium processing or a way to expedite like with H-1Bs?*

No. There is no way to expedite filings with the Department of Labor. PERM is a waiting game with very few updates. We will let you know when we need a document from you, or when the PERM is approved.