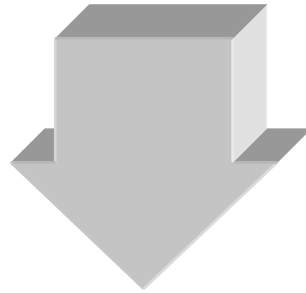


LABOR CERTIFICATION OVERVIEW

Part I

LABOR CERTIFICATION

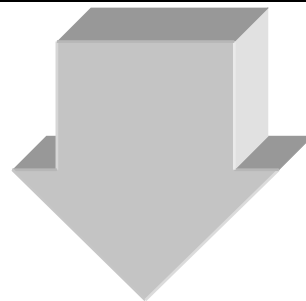
Federal Department of Labor
Must Confirm No Qualified Applicants for the Position
PERM 4-7 months



Part II

IMMIGRANT VISA PETITION

U.S. Citizenship & Immigration Service
Confirmation that Employee is Qualified for the Position
3 to 8 months processing time – possibility of premium processing



Part III

ADJUSTMENT OF STATUS TO PERMANENT RESIDENCE (“Green Card”)

U.S. Citizenship & Immigration Service
Verify Employee’s eligibility to immigrate to the United States
Process Includes: Medical Exams, Fingerprint, Photographs
6 to 12 months processing time once a visa is available

Disclaimer/Reminder

The information provided herein is for informational purposes only and does not constitute legal advice. Udall, Shumway & Lyons PLC strongly recommends that individuals with immigration related matters retain the services of competent immigration counsel, such as Udall, Shumway & Lyons PLC, as general information of this nature can never replace informed counsel when specific immigration-related guidance is needed. Udall, Shumway & Lyons PLC in no way intends to create an attorney-client relationship with any individual who may read this document by simply providing this information.