



U.S. Green Card Application Process											
Activity	PRE-FILING ACTIVITIES			FILING ACTIVITIES							
	Decision to sponsor a green card for a foreign national	Gather required documentation/ information (job, candidate, company)	Case preparation	File Labor Certification (PERM) ETA-9089	File Immigrant Petition I-140 (if priority date is current, I-140 and I-485 can be filed concurrently)	Receipt notice issued	Once Priority Date is current, Adjustment of Status Application /Consular Processing I-485 is filed (if priority date is current, I-140 and I-485 can be filed concurrently)	Receipt notice issued	Case review and adjudication	Finger printing and interview (if applicable)	Approval notice issued (pending case approval)
Responsible Party	HR / Hiring Manager	HR / Employee	Immigr. Provider/ Attorney	Immigr. Provider/ Attorney	Gov.	Immigr. Provider/ Attorney	Gov.	Employee	Gov.		
Timing*	n/a	Depends on HR / Employee		6-9 Months (Recruitment 1-5 months, Mandatory waiting period 1 month, Review 10-180 days)	8-10 Months (15 Days with Premium Processing)	1-3 Weeks	6-18 Months	1-3 Weeks	6-18 Months	Depends on Employee	Varies

* Duration of steps that are the responsibility of the immigration services provider are VISANOW estimates, please check with your provider to confirm.