

# H-1B to PERM Timeline Sample

## (for H-1B extensions beyond six years)

**PERM Phase I**  
Length: 9 months\*

Define PERM Job Description + Submit & Receive Prevailing Wage (PW) Determination

PERM Phase I  
Begins:  
October 1, 2025, + 9 months\*  
Ends: July 1, 2026

**PERM Phase II**  
Length: 6 Months\*

PERM Specific Recruitment to Test U.S. Labor Force & Evaluate Results

PERM Phase II  
Begins:  
July 1, 2026, + 6 months\*  
Ends: January 1, 2027

**PERM Phase III**  
Length: 6 Months\*

Prepare & Submit PERM Application & Receive Certification (if No Audit)

PERM Phase III  
Begins:  
January 1, 2027, + 6 months\*  
Ends: July 1, 2027

**I-140 Phase**  
Length: 9 Months\*

Prepare & Submit I-140 Petition & Receive Approval

I-140 Phase  
Begins:  
July 1, 2027 + 9 months\*  
Ends: April 1, 2028

Start Process about 30 months (2.5 yrs) before the H-1B six year limit, or before

3-year H-1B extension can be filed

I-140 with Premium Processing shortens the timeline. An RFE lengthens the timeline.

\*The estimated times are approximations and subject to change.

Timelines above do not include potential audits or requests for additional evidence (RFE).

Disclaimer: This material is not intended to substitute as legal advice.