

## PREFACE

In this 2019 edition, *AILA's Guide to PERM Labor Certification* continues to provide core information about PERM Labor Certification practice. The articles included were published in the previous editions of this book. The materials have been updated to provide you with recent critical guidance.

The latest edition starts with materials that will help newer practitioners with the basics of PERM practice, including a step-by-step “how-to” guide with accompanying sample templates. This is followed by articles on how to map out the entire PERM process as much as possible before running the PERM recruitment. From there, the book delves into some of the more difficult technical issues to keep in mind. Finally, this edition concludes with a discussion of audits and appeals, as well certain niche-topics.

The newest addition to this publication is the digital add-on spreadsheet that summarizes more than 570 key BALCA cases dating from 2012 to 2018. It includes relevant case analysis takeaways and notes, as well as an easy-to-navigate index of issues. The spreadsheet is available for download from the purchaser's Agora digital locker.

**CAVEAT:** The materials in this book are provided as educational tools, and the updaters have striven to ensure that the content is up to date and accurate. However, laws and regulations can change quickly, and readers are reminded that it remains their own responsibility to determine the appropriateness of applying these materials in their particular practice for their particular clients.

We encourage all practitioners to also avail themselves of other relevant AILA resources, such as AILA8 and AILA's practice alerts, which can be found on AILA's Infonet Research Library, available at [www.aila.org](http://www.aila.org).

Overall, we hope that you find this edition of *AILA's Guide to PERM Labor Certification* to be a valuable resource that supports your PERM practice. AILA continually strives to improve its publications; if you have suggestions for improving upcoming editions of this publication, please email AILA at [books@aila.org](mailto:books@aila.org).

Sarah Redzic,  
Managing Editor  
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