

**INTERNATIONAL FACULTY & SCHOLARS**

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**PERM LABOR CERTIFICATION  
RE-RECRUITMENT MEMORANDUM**

TO: Foreign National Employee Requesting Sponsorship for Permanent Residency under PERM Labor Certification

CC: Sponsoring Department/Employer

You have requested that The University of Arizona sponsor you for permanent residency using PERM labor certification. As part of this process, The University of Arizona is required by the Department of Labor to re-recruit for your position in order to determine if you are eligible for sponsorship. Re-recruiting for your position requires posting the job advertisement on The University of Arizona’s Human Resources website, in addition to other advertisements (Sunday newspaper ads, journals, etc.).

The Department of Labor standard of review for PERM applications is under the “standard recruitment process”. This means that the University, in its review of all new applicants for the position, must determine if there are any qualified and available US workers. According to Department of Labor regulations, the University is looking to see if there are qualified and available US workers rather than the “most qualified individual.”

Should a qualified and available US worker emerge as a candidate, the University will not be able to continue to support your PERM case and the process will cease immediately.

By signing below, you acknowledge that continued PERM sponsorship will not be possible if qualified US workers are available.

If you have any questions, please contact the International Faculty & Scholars office at 520-626-6289.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date