MADLIC
IMMIGRATION



IMMIGRANT GUIDE

EB-3 Visa

Your path to permanent residence in the United States begins with information, preparation, and a job opportunity.

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Understand your process

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MY PATH TO THE EB-3

Every opportunity begins with a decision



Waleska Maderer
CEO · MADLIC Immigration

Before coming to the United States, I graduated from the Universidad Central de Venezuela with a *Licenciatura* in International Studies. For readers more familiar with the U.S. education system, my degree can be described as *a bachelor's degree in International Studies*.

In 2015 I arrived in the United States on a tourist visa. Circumstances in Venezuela changed, and I came to fear for my safety if I returned. That is why I applied for asylum. Years went by, and I never received an appointment for my interview.



My years as a hotel manager in Orlando.

During that time I worked as a manager at a hotel in Orlando. On several occasions I went along as an interpreter for employees who had asylum interviews. Hearing their experiences sparked my interest in immigration processes and in the different options that might exist for each person.

In 2016 I started my first immigration course and, after completing it, earned my Paralegal certificate. Later, I consulted with an immigration attorney, who explained several possible paths, including the EB-3. That conversation helped me understand the process better. Then an employer agreed to sponsor me, and I began my own EB-3 case. Because I had TPS and a pending asylum case, I obtained travel authorization tied to my TPS. When I returned to the United States, I filed my application for adjustment of status. This is the path I have traveled so far; every case has its own circumstances and decisions.



My immigration Paralegal course.

I share my experience because getting informed, asking questions, and seeking legal guidance helped me understand options I did not know about before. **My advice is to understand your process, keep your documents up to date, consult an immigration attorney, and make informed decisions.**

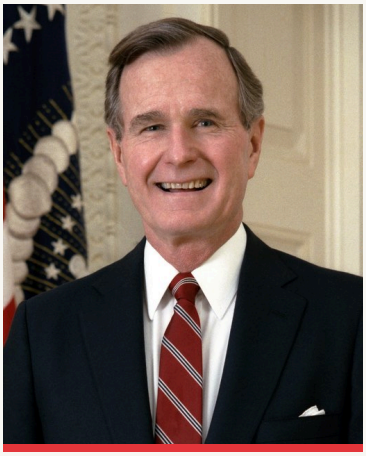
In the following pages I will explain how the EB-3 process works, what stages it includes, and what each participant is responsible for. I hope this guide helps you better understand the road ahead of you.

AN EMPLOYMENT-BASED IMMIGRATION PATH WITH MORE THAN THREE DECADES OF HISTORY

What is the EB-3 visa?

When you hear “EB-3,” you may wonder whether it is a new option or whether it is enough for a company to have a job opening. The EB-3 has more than three decades of history, and its process requires the participation of the employer and several government agencies.

How did it begin?



George H. W. Bush
President of the United States (1989–1993). He signed the Immigration Act of 1990.

The current structure of employment-based immigration categories was established by the **Immigration Act of 1990**. Congress passed the law, and President George H. W. Bush signed it on November 29, 1990. The reforms to the employment categories took effect on October 1, 1991. So the EB-3 did not come from an isolated presidential decision: it is part of a system established by federal law.

Nov 29, 1990
The law is signed

Oct 1, 1991
Employment categories take effect

Today
More than three decades in operation

What does EB-3 mean?

EB-3 stands for ***Employment-Based Third Preference***. It is an immigration category that allows a U.S. employer to petition to sponsor a foreign worker for a permanent, full-time position, if the applicable requirements are met.

The category includes three groups. Requirements depend on the position:

Skilled workers
Positions that require at least two years of experience or training.

Professionals
Positions that may require a university degree.

Other workers
Positions that require less than two years of experience or training.

WHICH AGENCIES ARE INVOLVED?

Each agency plays a different role

The employer
A company in the United States

Offers the position, carries out the required recruitment, and files the immigrant petition.

Department of Labor
DOL · U.S. Department of Labor

Administers the labor certification (PERM).

USCIS
Part of the Department of Homeland Security (DHS)

Reviews the employer's petition, Form I-140, and decides whether to approve it. In Adjustment of Status, it also decides the residence application.

Department of State
DOS · U.S. Department of State

Publishes the monthly Visa Bulletin, which shows visa availability by category, country, and priority date. In Consular Processing, its National Visa Center (NVC) and the embassy or consulate are involved.

Why is the Department of Labor involved?

The employer cannot move forward simply by saying it is hard to find staff. In most cases, it must complete a process called permanent labor certification, known as **PERM**, with the Department of Labor (DOL).

As part of that process, the employer defines the position and its requirements, obtains a prevailing wage determination, and carries out the recruitment required for that occupation. This may include advertisements and other efforts to find U.S. workers, according to the rules that apply to the position.

The DOL reviews whether there are enough U.S. workers who are able, willing, qualified, and available to accept the job in the area of intended employment. It must also determine that hiring the foreign worker will not adversely affect the wages and working conditions of similarly employed U.S. workers.

The seals are shown only to identify each agency. MADLIC Immigration is a private company and is not affiliated with or endorsed by the U.S. government.

THE JOURNEY, STEP BY STEP

What are the stages of the process?

1

DEPARTMENT OF LABOR

Labor Certification

The employer carries out the recruitment process and files the PERM application with the DOL. The labor certification concerns the position and the labor market; on its own, it does not grant a visa or permanent residence.

↓

2

USCIS

I-140 Petition

If the labor certification is approved, the employer files the I-140 with USCIS. The agency reviews the petition and the requirements of the EB-3 category.

↓

BETWEEN STEP 2 AND STEP 3 · DEPARTMENT OF STATE

Visa Bulletin

Approval of the I-140 does not mean a visa is available right away. The Visa Bulletin shows whether the case's priority date can move forward. Dates can advance, stall, or retrogress depending on demand and visa limits.

↓

3

USCIS OR DEPARTMENT OF STATE

Permanent residence application

When a visa is available and the person meets the requirements to continue, the case can move forward through **Adjustment of Status** with USCIS, if the person is eligible inside the United States, or through **Consular Processing**, with the Department of State and the relevant consulate. The path depends on the circumstances of each case.

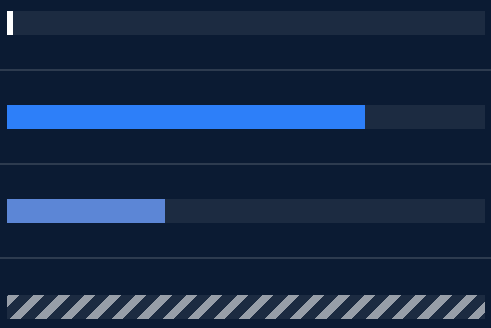
The EB-3 can be a path to permanent residence, but each stage has its own requirements and decisions. Knowing who does what helps you better understand the process and the questions worth asking about your case.

MADLIC Immigration is not a law firm. No one can guarantee an immigration outcome: decisions belong to the government authorities.

COMPLETE PROCESS MAP

How long can the path to permanent residence take?

STAGE	APPROXIMATE TIME
Initial evaluation	≈ 2 days
Step 1. PERM labor certification	≈ 18 months
Step 2. I-140 petition	≈ 8 months
Visa availability — Visa Bulletin	Variable; may add time
Step 3. Permanent residence — adjustment of status or consular processing	≈ 24 months



ILLUSTRATIVE TIME FOR THE STAGES WITH AN ESTIMATED TIMEFRAME

ABOUT 4 YEARS

2 days + 18 months + 8 months + 24 months ≈ 50 months

The estimates add up to about 50 months, which rounds to four years. Waiting for visa availability can extend the journey and is not included in that calculation if the priority date is not yet current. The Department of State publishes the Visa Bulletin, which shows when visas are available by category and other factors.

These timeframes are approximate. They are not a promise and do not necessarily match official processing times for each case. Visa availability, audits, requests for evidence, and individual circumstances can extend the process considerably.



PERSPECTIVE

Does four years seem like a long time?

It is understandable to feel that it does: four years is a significant wait. But immigration timelines vary widely depending on the category and each person's situation.

EXAMPLE 1 · FAMILY-BASED

F2B category

Unmarried adult sons and daughters of permanent residents

For example, for the F2B category —unmarried adult sons and daughters of permanent residents—, the October 2026 Visa Bulletin shows a final action date of **August 22, 2019** for most countries. That date indicates which applications can move forward based on their priority date; on its own, it does not equal the total time until receiving residence. The category for spouses and minor children of residents has different dates.

Source: travel.state.gov · Visa Bulletin, October 2026

EXAMPLE 2 · HUMANITARIAN

U visa

Bona Fide Determination review

For the U visa, the timeline also depends on several steps. USCIS reported a median of **19.8 months** to the Bona Fide Determination, but that review is an intermediate step: it does not mean the person has received the U visa or permanent residence. In addition, the U visa has an annual cap, and there may be a waiting list.

Source: egov.uscis.gov · historical processing times

So, does four years still seem like a lot? It might.

This comparison is not meant to minimize the wait or to say that one path is better for everyone. It is a reminder that each process has its own requirements and timelines, and that the right option depends on each person's circumstances. **Before deciding, understand what each timeframe measures and consult an immigration attorney about your case.**

BEFORE WE START

Getting to know your profile

Before introducing you to an employer, I want to better understand your experience, your availability, and some circumstances of your case. That way we can review whether your profile might fit one of the job opportunities in our network.

> The first thing I will ask you to do is complete the **INTAKE FORM**.

Why? To gather the initial information we need and make a pre-selection. Completing it does not mean an employer has already selected you or that an attorney has determined you qualify for an immigration benefit.

What do we review?

- **Your work experience:** I learn about the jobs you have held and the skills you have developed.
- **Your basic immigration history:** I gather general information so that, later on, the attorney can review your situation.
- **Your location and geographic availability:** I confirm where you are and whether you can relocate, when the opportunity requires it.
- **The general situation of your case:** I identify circumstances that may need a legal evaluation.
- **Your availability to work:** I check whether you could start the position within the timeframe the employer needs.
- **Your work permit:** if the opportunity requires that you be able to work now, I confirm whether you have valid authorization.
- **Your criminal record:** I will ask you for this information so the attorney can evaluate whether it has any implications for your case.



I personally review every intake form we receive.

Something important

MADLIC's initial review is meant to get to know your profile and assess whether it might fit a job opportunity. The legal evaluation is the attorney's role.

Having a criminal record does not automatically mean you are out of the process; each situation must be analyzed individually.

And if you do not have current immigration status, that alone does not let me tell you whether or not you qualify. In certain employment-based adjustment of status cases, specific rules or exceptions may apply, but they are not the same for everyone. The attorney must review your history and circumstances before advising you on your options.

Source: uscis.gov

If the employer sets its own hiring requirements, I will explain them to you separately.

LEGAL EVALUATION

Your immigration situation deserves a legal evaluation

After reviewing your profile, we schedule a consultation with an immigration attorney from our network. MADLIC works with several attorneys and seeks to match you with the professional whose experience best fits the legal questions in your case.

LENGTH	COST
30 minutes	US$225

If you continue with MADLIC's EB-3 program, the **US$225 is credited toward your first payment**, according to the terms of your contract.

Who takes part?

Immigration attorney: reviews the legal issues in your situation, answers your questions, and identifies possible immigration options.

MADLIC EB-3 specialist: supports you through the scheduling and listens to the attorney's recommendations to help you organize the next steps of your file. This person does not replace legal advice.

You: before the consultation, you share the necessary information about your situation and prepare the questions you want to ask the attorney. Your family members may take part.

What can the attorney determine?

Adjustment of Status
Whether your circumstances allow this process to be considered inside the United States.

Consular Processing
Whether your path would go through a U.S. embassy or consulate.

Obstacles
Whether there are obstacles that make no path viable at that time.

The consultation does not guarantee that a favorable path exists for your case.

Interview with the EMPLOYER

Meet your potential employer

If, after reviewing your information, the attorney identifies a possible path to explore the EB-3 process, the next step may be an interview with the employer.

I want you to understand clearly why **this conversation is so important**: the employer will decide whether to select you for the position and whether it is willing to sponsor you in an EB-3 process. The legal evaluation does not guarantee that the employer will accept you or that the immigration process will be approved.

During the interview you will learn details about the position, and the employer will also get to know you.



We welcome you at every step of the process.

What will you learn about the job?

- The position and its main duties
- The salary offered and the work schedule
- The job location
- The general terms of employment
- The employer's expectations and the possible start date

Prepare for the conversation

Have the dates of your work experience, your identity documents, and any questions about the position at hand. Answer honestly and make sure the information you share matches the information in your file.

Arrive on time, listen carefully, and communicate with **respect**. **Punctuality**, **courtesy**, and a respectful attitude help the employer see who you are and how you present yourself.

An important decision

If the employer decides to select you and confirms it is willing to sponsor you, it will notify us, and we will let you know the next steps. At that point, if you decide to continue, we will begin the services contract with MADLIC according to its terms.

The interview can open the door to the process, but it does not guarantee employment or the approval of a visa or permanent residence.

JOB OFFER

When the employer decides to move forward with you

If the employer accepts you and decides to sponsor you, it may issue a job offer. The offer identifies the position and its working conditions.

1

The employer accepts you

It decides to sponsor you for the position.

2

You receive the job offer

With the position and the conditions offered.

3

Your program begins

You sign the contract with MADLIC, and Stage 1 of the payment plan you choose is activated.

Your program with MADLIC begins after the employer accepts you and issues your job offer.

Before that point you do not pay for the program: only the US$225 legal consultation, if you had it. From the offer onward, your file moves toward the Labor Certification, the first step with the government.

KEEP IN MIND

The employer's acceptance does not guarantee government approval of the later stages.

PROGRAM FEES

Understand your investment

Choose between two payment plans. In both, Stage 2 is paid when the Labor Certification is approved. Plan 1 pays Stage 1 in a single payment; Plan 2 splits it into two payments.

PLAN 1

US$ 8,500

Program total

STAGE 1 · US$ 3,000

Paid when the employer agrees to sponsor you and the program begins, according to the terms of your contract.

STAGE 2 · US$ 5,500

Paid when the Labor Certification is approved.

PLAN 2

US$ 8,700

Program total

STAGE 1 · US$ 1,600 + US$ 1,600

- **First payment:** when the program begins, according to the terms of your contract.
- **Second payment:** within 90 days after the first payment.

STAGE 2 · US$ 5,500

Paid when the Labor Certification is approved.

LEGAL CONSULTATION CREDIT

If you already paid the US$ 225 for the consultation with the attorney, that amount is credited toward your first Stage 1 payment. It is not an additional discount, and your plan total does not change.

	FIRST PAYMENT	CONSULTATION CREDIT	FIRST PAYMENT BALANCE
Plan 1	US$ 3,000	– US$ 225	**US$ 2,775**
Plan 2	US$ 1,600	– US$ 225	**US$ 1,375**

Plan 2: the second Stage 1 payment is US$ 1,600 and is due within 90 days after the first.

Amounts in U.S. dollars. MADLIC's fees do not include government filing fees unless your contract expressly states otherwise. The exact terms are those set out in your signed contract.

PROTECTING YOUR PAYMENTS

Each stage has its moment

You do not have to pay all of the program fees up front. Payments are spread out according to the plan you choose and the terms of your contract.

If the employer **does not accept you**

Stage 1 of the program is not charged.

The program begins when an employer decides to select and sponsor you, according to the terms of the contract. The US$225 legal consultation is paid separately; if you continue with the program, that amount is credited toward your first payment, according to your contract.

If the Labor Certification **is not approved**

Stage 2 is not charged.

The US$5,500 for Stage 2 is paid when the Department of Labor approves the Labor Certification. Any payments you have already made are governed by the terms of your contract.

When is each payment made?

Legal consultation — **US$225**
Paid for the consultation with the attorney. If you continue with the program, it is credited toward your first payment, according to the contract terms.

The employer agrees to sponsor you — **Stage 1: US$2,775**
US$3,000 – US$225
This is where the US$225 for the consultation with our network attorney is deducted. If you chose Plan 2: US$1,375 at the start (US$1,600 – US$225) and US$1,600 within the following 90 days, according to your contract.

The Labor Certification is approved — **Stage 2: US$5,500**
This payment is due when the Department of Labor approves the certification.

I-140 and visa availability
The process continues with the I-140 petition and, when applicable, the wait for visa availability according to the Visa Bulletin.

Adjustment of status or consular processing — optional with MADLIC — **US$2,000** additional
If you decide to hire us for this service. This stage is not included in the EB-3 program fees described above.

Amounts in U.S. dollars. Government fees are not included unless your contract expressly states otherwise. The dates, terms, and included services are those set out in your signed contract.

STAGE 1 · DEPARTMENT OF LABOR (DOL)

Permanent Labor Certification

In this stage, the employer asks the Department of Labor for a certification called **PERM**. Put simply, the employer must show that it looked for U.S. workers for the position and that, under the applicable rules, it did not find enough people who were available, qualified, willing, and able to accept it.

It must also show that hiring you will not adversely affect the wages and working conditions of U.S. workers in similar jobs. The Department of Labor reviews the application and decides whether to certify the position.

Source: flag.dol.gov

> **This stage is carried out by the employer. You may need to provide information or documents, but the employer is the one who defines the position, carries out the recruitment process, and files the application.**

The six phases

A simple way to understand the process is to divide it into these six moments:

01 Defining the position
The employer sets out the duties, requirements, and conditions of the permanent, full-time position.

02 Prevailing wage
The employer asks the Department of Labor for a prevailing wage determination for that position and work location. This determination serves as the wage reference for the job offer.

Source: flag.dol.gov

03 Recruitment
The employer carries out the recruitment activities that apply to the position, following the applicable rules.

04 Recruitment report
The employer documents the activities carried out and their results. If there were candidates, it also records how they were evaluated against the job requirements.

05 ETA-9089 application
After completing the required steps, the employer prepares and files the Permanent Labor Certification application with the Department of Labor.

Source: flag.dol.gov

06 Department of Labor decision
The Department of Labor reviews the application and issues a decision. It may approve it, deny it, or conduct an audit or other review.

APPROXIMATE TOTAL TIME

18 months

An illustrative estimate for all six phases combined. It is not a guaranteed timeframe; the actual time may vary depending on recruitment, case preparation, and the Department of Labor's review.

CHECK OFFICIAL PROCESSING TIMES

flag.dol.gov/processingtimes

Scan the QR code or tap the link for the latest official information. The Department of Labor updates this data periodically, and timeframes may change.

RESPONSIBILITIES

The Labor Certification is the employer's responsibility

Department of Labor rules require the employer to bear the costs of preparing and obtaining the Labor Certification. Those costs **cannot be passed on to the worker**.

EXAMPLES OF PERM COSTS PAID BY THE EMPLOYER

- Required advertisements and recruitment activities
- Preparing and filing Form ETA-9089
- Postings in media and job boards
- The employer's agent or attorney fees for the certification

The employer

Prepares and files the Labor Certification through its agent, and bears the costs that legally belong to it.

MADLIC Immigration

Gathers your documentation, checks that it is complete and consistent, and delivers it to the agent designated by the employer.

You

Provide true and complete information, and deliver the documents that are your responsibility on time.

MADLIC does not sell sponsors, job offers, or labor certifications.

MADLIC's program fees cover the MADLIC services described in your contract, not the employer's Labor Certification costs.

YOUR FILE

We keep your information in order

MADLIC creates a shared digital folder where we gather your documentation. That way your documents are organized and available whenever each stage needs them.

WHAT WILL YOU FIND IN YOUR FILE?

1. Personal documents
2. Immigration information
3. Work experience
4. Labor Certification documents
5. I-140 related information
6. Notices and relevant documents

Illustrative categories. The exact contents depend on your case.

WHAT DOES MADLIC DO DURING THIS STAGE?

- ✓ **Receives** the documents you send us.
- ✓ **Checks** that they are complete.
- ✓ **Updates** your file at each stage.
- ✓ **Coordinates** requests for information.
- ✓ **Keeps you informed** of updates we receive from the employer or its agent.
- ✓ **Prepares** the documentation for the next phase.

Your part

Send legible, complete documents, and let us know if any of them expires or changes. An up-to-date file avoids delays.

HOW TO SEND YOUR DOCUMENTS

1
Complete and legible
Scan every page, in color, with nothing cut off and no glare.

2
With a clear name
For example: *Perez-Ana_Passport.pdf*. That way we can find it quickly.

3
In English or translated
USCIS requires a certified English translation of documents in another language.

STEP 2 · USCIS

Form I-140

This is the petition the employer files with U.S. Citizenship and Immigration Services (USCIS) to classify the foreign worker in an employment-based immigration category.

At this stage your employer formally files your immigration petition with USCIS.

Once the Labor Certification is approved, the case moves from the Department of Labor to the immigration authorities.

A

What happens at this stage?

The employer gathers the documentation and files the petition so USCIS can determine whether the requirements of the EB-3 category are met.

B

What does the employer do?

It files Form I-140 with the documentation supporting its petition. Filing it is the employer's responsibility.

C

What does MADLIC do?

It structures your file, reviews your documents, and prepares the necessary information within the contracted scope. When authorized and permitted by law, it may assist with the physical preparation of the form, without replacing the employer, without giving legal advice, and without acting as a legal representative.

DECISION

USCIS approves or denies the petition.

APPROXIMATE TIME

6 to 8 months

An illustrative estimate; actual times may differ.

USCIS OFFICIAL PROCESSING TIMES

egov.uscis.gov/processing-times/

Select Form I-140 and the service center handling your case.

STEP 2 · GOVERNMENT COSTS

Form I-140 government fees

E · GOVERNMENT FEES

I-140 Filing Fee

The filing fee for Form I-140.

US$ 715

INCLUDED IN THE PROGRAM · PENDING CONTRACT CONFIRMATION

Asylum Program Fee

An additional fee on certain employment petitions. It depends on the employer:

US$ 600	standard
US$ 300	up to 25 employees
US$ 0	nonprofit

INCLUDED WHEN APPLICABLE · PENDING CONTRACT CONFIRMATION

I-907 · Premium Processing

An optional USCIS expedited processing service for eligible petitions. It speeds up the response but **does not guarantee approval**.

Current amount in the G-1055

NOT INCLUDED · OPTIONAL

Amounts per USCIS Form G-1055, verified on October 14, 2026. They may change; confirm them on the filing date. Inclusion of the first two fees will be confirmed in your contract: until it is expressly stated, ask MADLIC who covers them. No cost that the law assigns to the employer can be passed on to you.

F · WHAT HAPPENS AFTER THE I-140?

The next step depends on an immigrant visa being available to you and on the other legal requirements.

Each month, the Department of State publishes the **Visa Bulletin** with the dates that apply to each category and country. Your case has a **priority date** that is compared against those dates.

When the law and visa availability allow, you will continue through Adjustment of Status or Consular Processing. In some cases it is possible to file the I-485 while the I-140 is pending, if the requirements are met and a visa is available.

G · OFFICIAL LINKS

Form I-140
www.uscis.gov/i-140

Processing times
egov.uscis.gov/processing-times/

Official fees · G-1055
www.uscis.gov/g-1055

STEP 3 · PERMANENT RESIDENCE

A new stage of your journey

Step 3 is the application for permanent residence, when you are eligible and the necessary conditions are met, including the availability of a visa.

Step 3 is not included in the initial EB-3 program with MADLIC. It is contracted separately.

OPTION A

Adjustment of Status

A USCIS procedure through which certain people who are **inside the United States** can apply to become permanent residents, if they meet the legal requirements.

Main form: I-485

OPTION B

Consular Processing

A procedure through which certain people pursue their immigrant visa with the **U.S. consular authorities**, with the involvement of the National Visa Center (NVC).

Main application: DS-260

How do you know which of the two options applies to your case?

During the consultation with an immigration attorney from our network, the professional evaluates your immigration situation and explains which of these paths could be right for you. This evaluation takes place **before moving forward with the employer**, so you know your legal options from the start.

The attorney may also identify circumstances that prevent the use of one path or the other.

STEP 3 · COSTS

If you decide to continue with MADLIC

MADLIC FEES FOR STEP 3

US$ 2,000 per person

This service is contracted separately from the initial EB-3 program. The fees **do not include government filing fees**. Your additional contract will set out its scope and the services included.

MAIN ADJUSTMENT OF STATUS FEES · USCIS

I-485
Application to register permanent residence or adjust status
US$ 1,440
US$ 950 for children under 14 filing with a parent

I-765
Employment authorization (work permit)
US$ 260
With a pending I-485 · Standard fee US$ 520

I-131
Travel document, such as Advance Parole
US$ 630

The I-765 and I-131 are optional and have fees separate from the I-485. Costs vary by application type, age, category, filing method, and current rules.

CONSULAR PROCESSING · OTHER COSTS

Employment-based immigrant visa
Department of State fee, per person
US$ 345

USCIS Immigrant Fee
Paid after receiving the visa, to issue the Green Card
US$ 235

Medical exam and other
Authorized physician, translations, civil documents, travel
Variable

These costs are separate from the fees for Forms I-485, I-765, and I-131.

APPROXIMATE TIME FOR STEP 3

24 months

An illustrative estimate that can vary widely and does not necessarily include the wait for visa availability.

Fees verified in the USCIS G-1055 and with the Department of State on October 14, 2026. Always confirm them at uscis.gov/feecalculator before filing.

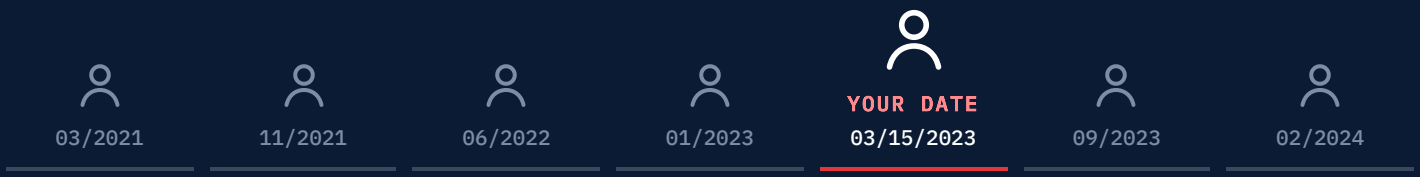
YOUR TURN IN LINE

What is the priority date?

Imagine that the visa system works like a waiting line.

When your employer files the Labor Certification application with the Department of Labor, that application receives a date. In EB-3 cases with a Labor Certification, that date generally becomes your **priority date**.

Your priority date helps determine when your turn to move toward permanent residence may come.



People with an earlier date move forward first. Illustrative example.

What is the Visa Bulletin?

It is a monthly publication of the U.S. Department of State. Its tables, organized by immigration category and country, show the dates that determine immigrant visa availability.

Your priority date → **Visa Bulletin** → **Availability to move forward**

TO KNOW WHETHER YOUR CASE CAN MOVE FORWARD, COMPARE:

- Your priority date
- Your EB-3 category
- The country that applies to your case
- The date published in the bulletin
- The chart that applies to the filing you want to make

GOOD TO KNOW

An approved I-140 does not mean residence is ready. First, your priority date must be current according to the bulletin.

STEP BY STEP

Learn to check your date every month

STEP 1

Find your priority date

It appears on the approved Labor Certification and on the I-140 notice. Example: **March 15, 2023**.

STEP 2

Go to the Visa Bulletin

Published every month by the Department of State. Use the QR code on this page.

STEP 3

Find your category

Locate the **3rd** row (EB-3 professionals and skilled workers) or **Other Workers** (unskilled workers), depending on your case.

STEP 4

Find your country column

It corresponds to your country of chargeability, which generally depends on your **country of birth**, not just your nationality.

STEP 5

Compare the dates

If your priority date is **earlier** than the published date, your case is current in that chart. If you see "C," all dates are current.

FICTIONAL EXAMPLE · VISA BULLETIN

Employment	All countries*	China	India	Mexico	Philippines
3rd	01JUN22	01SEP20	15NOV13	01JUN22	01MAY22
Other Workers	01AUG21	01JAN18	15NOV13	01AUG21	01AUG21

*Except those listed. Your example date: **15MAR23**. Because it is later than 01JUN22, it is **not yet current** in this chart. Dates are made up for educational purposes.

Final Action Dates

They indicate when an immigrant visa can finally be issued or an adjustment of status approved.

Dates for Filing

Depending on each month's instructions, they allow certain documents or applications to be filed earlier.

For Adjustment of Status, USCIS indicates each month which of the two charts you can use.

OFFICIAL VISA BULLETIN

travel.state.gov › Visa Bulletin

U.S. Department of State

TRANSPARENCY

What are you really paying for?

You are not buying

- ✕ A sponsor
- ✕ A job offer
- ✕ A Labor Certification
- ✕ A visa
- ✕ A Green Card
- ✕ A government approval

These decisions belong to the employer and to the U.S. authorities.

You are hiring

Professional guidance along your path to permanent residence through the EB-3 visa program.

- ✓ Understanding each stage of the program
- ✓ Preparing your documentation
- ✓ Connecting with potential employers
- ✓ Keeping a structured file during the included phases
- ✓ Scheduling a 30-minute consultation with an attorney from our network

The consultation costs US$225 and is credited toward the first program payment if you continue, under the agreed terms.

FREQUENTLY ASKED QUESTIONS

Quick answers

- **Does MADLIC guarantee that I will find an employer?**
  No. That decision belongs exclusively to the employer.
- **What happens if the attorney finds I have no viable immigration path?**
  The attorney will explain the legal circumstances of your case and the possible alternatives, if any exist.
- **How much does the legal consultation cost?**
  US$225 for 30 minutes.
- **What happens to that US$225 if I continue?**
  It is credited toward the first program payment, according to the agreed terms.
- **When do I start paying for the program?**
  After the employer accepts you, according to the plan you choose.
- **Who files the Labor Certification?**
  The employer, through its agent.
- **Who pays the Labor Certification costs?**
  The employer bears the costs that legally belong to it.
- **Who files Form I-140?**
  The employer.
- **Does an approved I-140 give me residence or a work permit?**
  No. On its own, I-140 approval does not grant residence or employment authorization.
- **What is the priority date?**
  The date that determines your case's place in line within the visa availability system.
- **What is the Visa Bulletin for?**
  To check visa availability dates by your category and country.
- **Is Step 3 included?**
  No. It is contracted separately.
- **How much does MADLIC charge for Step 3?**
  US$2,000 per person, plus government fees.
- **How long does the whole process take?**
  The illustrative journey is about four years, although it can be shorter or considerably longer.

RIGHTS AND RESPONSIBILITIES

A clear relationship from the start

YOUR RIGHTS AS A CLIENT

Right to cancel

You may cancel your contract until **midnight of the third business day** after signing. Weekends and holidays do not count, as provided in the contract.

If you cancel within that period, payments are refunded under the terms of your contract's cancellation clause.

Receipts for every payment you make.

Account statements for your payments.

Access to the documents you are entitled to receive.

Your originals are handled with care and returned to you.

Clear information about the services you hired.

No false promises: no one can promise you a government approval.

YOUR RESPONSIBILITIES

01 Provide truthful information.

02 Deliver complete documents.

03 Respond to requests on time.

04 Report any change of address.

05 Report any change of employment.

06 Share any official notices you receive.

07 Keep your contact information up to date.

08 Make the agreed payments.

Your contract governs
This guide summarizes your rights and responsibilities. The full terms are in the contract you signed with MADLIC.

Do you have a question about your contract or payments?
Write to us or call us. We will reply in writing on any matter involving payments or documents.

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ACCOUNTING
+1 (385) 292-2071

EMAIL
waleska@madlic.com

RESOURCE LIBRARY

Official links and QR codes

U.S. government sources. Scan the code with your phone's camera or tap the link.

DEPARTMENT OF LABOR

Permanent Labor Certification
PERM program: rules and forms.
www.dol.gov/agencies/eta/foreig…

Processing times
Current DOL processing times.
flag.dol.gov/processingtimes

USCIS — IMMIGRATION

Form I-140
Employer's petition.
www.uscis.gov/i-140

Form I-485
Adjustment of status.
www.uscis.gov/i-485

Form I-765
Work permit.
www.uscis.gov/i-765

Form I-131
Travel documents.
www.uscis.gov/i-131

Processing times
By form and office.
egov.uscis.gov/processing-times

Official fees · G-1055
Current fee schedule.
www.uscis.gov/g-1055

Fee calculator
Calculate your exact fee.
www.uscis.gov/feecalculator

DEPARTMENT OF STATE

Visa Bulletin
Monthly dates by category and country.
travel.state.gov/content/travel…

Immigrant visa process
Consular processing steps.
travel.state.gov/content/travel…

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CHAPTER 26 · VISUAL SUMMARY

Your EB-3 path

1 BEFORE SIGNING

01 **Review of your profile**
Initial evaluation · 7 to 15 days

02 **Consultation with an immigration attorney**
30 minutes — **US$ 225**

2 INITIAL PROGRAM WITH MADLIC

03 **Interview with the employer**
≈ 1 week

04 **Job offer**
The employer decides

05 **Program start with MADLIC**
Stage 1 · Plan 1: US$ 3,000 − US$ 225 = **US$ 2,775 due**
Plan 2: US$ 1,375 + US$ 1,600 within 90 days
US$ 3,000

06 **Labor Certification · Step 1**
≈ 18 months · upon approval: Stage 2 — **US$ 5,500**

07 **I-140 Petition · Step 2**
≈ 6 to 8 months

3 OPTIONAL LATER STAGE · SEPARATE CONTRACT

08 **Visa Bulletin and priority date**
Variable time

09 **Adjustment of Status or Consular Processing · Step 3**
≈ 24 months

10 **Additional MADLIC service**
Plus government fees — **US$ 2,000 per person**

4 FINAL STEP

Permanent residence

Subject to meeting the legal requirements and to approval of the corresponding application. It is not guaranteed.

Approximate, illustrative times; the full journey is about 4 years. Plan 2 amounts are paid as shown on page 13.