MADLIC
IMMIGRATION

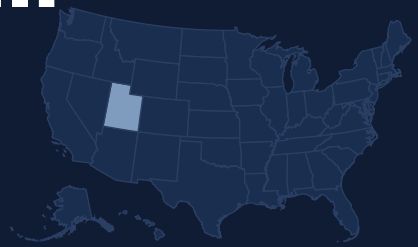
CORPORATE GUIDE · OCTOBER 2026



UNDERSTANDING THE U.S. EMPLOYMENT-BASED IMMIGRATION PROCESS

THE EMPLOYER'S GUIDE TO EB-3 SPONSORSHIP

A practical guide to permanent workforce sponsorship, employer responsibilities, processing stages, and investment considerations.



HEADQUARTERED IN LEHI, UTAH

MADLIC Immigration
MADLIC Consulting Group LLC
www.madlic.com

Information current as of October 14, 2026

Connecting Businesses and Talent. Creating Opportunities.

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HOW TO USE THIS GUIDE

This guide explains a process; it does not replace an individual legal assessment. All **processing times and government fees** were verified on **October 14, 2026** and change frequently. Every variable figure cites its official source so you can confirm it on the day you need it. Planning assumptions are labeled as such and are kept separate from official government data.

MEET OUR FOUNDER

Meet Waleska Maderer

Founder & CEO | MADLIC Immigration

My name is **Waleska Maderer**. I am a graduate of the Central University of Venezuela, where I earned my bachelor's-equivalent degree in International Studies.

Throughout my academic and professional journey, I have always been interested in international relations, negotiation, mediation, and international law.

In 2015, I arrived in the United States on a visitor visa. I later applied for asylum due to the circumstances I faced in Venezuela.

As an immigrant, I experienced firsthand the challenges of understanding the U.S. immigration system and navigating the different pathways available to individuals seeking to build their future in this country. That experience motivated me to study employment-based immigration more closely.

Over time, I recognized an important connection: while many foreign nationals are searching for legitimate employment opportunities, **American companies often face challenges finding workers** to support their long-term operational needs. Understanding that connection inspired me to establish MADLIC.

Today, our mission is to help employers and prospective employees better understand the opportunities available through lawful employment sponsorship, while collaborating with independent immigration attorneys whenever legal guidance is required.

I believe that building successful professional connections starts with transparency, organization, communication, and a clear understanding of everyone's responsibilities.

> **Connecting Businesses and Talent. Creating Opportunities.**

EDUCATION

B.A.-equivalent in International Studies · Central University of Venezuela

ROLE

Founder & CEO · MADLIC Consulting Group LLC

A JOURNEY IN FOUR MILESTONES

Venezuela
International Studies, Central University of Venezuela

2015
Arrival in the United States

Florida
MADLIC Consulting Group is founded

Lehi, Utah
Operations expand to Utah

FROM FLORIDA TO UTAH

Connecting Businesses and Talent. Creating Opportunities.

MADLIC Consulting Group was founded in **Florida** and later expanded its operations to **Utah** with a clear purpose: to connect American businesses with talent and to help facilitate the administrative coordination of employment-based immigration processes.



Important. MADLIC Immigration is **not a law firm** and does not provide legal advice or legal representation. When legal guidance is required, employers and workers consult **independent immigration attorneys**. Keeping these roles separate protects everyone involved and leaves each responsibility with the professional authorized to handle it.

THE BASICS

What is the EB-3 immigrant visa program?

EB-3 is an **employment-based immigrant visa category** that may allow qualifying U.S. employers to sponsor foreign nationals for **permanent, full-time employment**. If every stage is approved, the worker ultimately becomes a lawful permanent resident (green card holder).

THREE CLASSIFICATIONS

01

Skilled Workers

Positions requiring **at least two years** of qualifying training or experience.

MAY INCLUDE

Welders, maintenance technicians, specialty cooks, CNC and machine operators.

02

Professionals

Positions requiring at least a **U.S. bachelor's degree** or its foreign equivalent, with the beneficiary meeting the applicable requirements.

MAY INCLUDE

Engineers, accountants, analysts, teachers.

03

Other Workers

Positions requiring **less than two years** of training or experience that are neither temporary nor seasonal.

MAY INCLUDE

Production, packaging, assembly, food processing, industrial cleaning.

Whether a role qualifies, and in which classification, depends on its **genuine job requirements**, not on its title. The permanent job offer must reflect a **legitimate business need** of the employer.

> WHAT EB-3 IS NOT
>
> EB-3 sponsorship does **not automatically** provide employment authorization, a visa, or permanent residence. Employers cannot guarantee a green card to any worker, and the program may never be used to sell jobs or immigration benefits. Final decisions rest with the Department of Labor, USCIS, and the Department of State.

Legal basis: INA § 203(b)(3); 8 CFR § 204.5(l). More: travel.state.gov · Employment-Based Immigrant Visas.

THE BIG PICTURE

From a business need to permanent residence

Six milestones connect a genuine hiring need with a worker's potential permanent residence.

1

Employer need

A genuine, ongoing staffing need.

2

Permanent job opportunity

Full-time, permanent, with normal requirements.

3

Labor certification

PERM with the Department of Labor.

4

USCIS petition

Form I-140 filed by the employer.

5

Immigrant visa availability

The priority date becomes current.

6

Permanent residence

Through adjustment of status or a consulate.

THREE AGENCIES, THREE QUESTIONS

Department of Labor

Are able, willing, qualified, and available U.S. workers available for this job and wage?

USCIS

Is the employer, the job offer, and its ability to pay genuine? Does the worker qualify?

USCIS or Department of State

Is an immigrant visa available, and is the worker admissible?



OVERVIEW

The three stages of the EB-3 process

Each stage is handled by a different agency. Between Stages 2 and 3, the worker may have to wait for an immigrant visa number under the Visa Bulletin.



	Stage 1 · PERM	Stage 2 · I-140	Stage 3 · Residence
Purpose	Show compliance with labor certification requirements for the permanent position.	Request immigrant classification and show the petition requirements are met.	Obtain permanent residence when eligible and a visa is available.
Key documents	ETA-9141, advertisements, Notice of Filing, recruitment report, ETA-9089.	I-140, certified PERM, ability-to-pay evidence, worker credentials.	I-485 or DS-260, civil documents, medical exam, background records.
Employer	Defines the job, pays recruitment costs, evaluates U.S. applicants in good faith.	Signs the petition and proves ability to pay.	Keeps the job offer open and confirms employment when asked.
Worker	Documents experience or education.	Provides degrees, experience letters, translations.	Files personal application, attends medical exam and interview.
Timeframe	~18+ months (planning estimate, p. 11)	15 business days with premium; several months without	Depends on Visa Bulletin and processing (months to years)
Gov't fees	No DOL filing fee	$715 + Asylum Program Fee ($0–$600)	I-485: $1,440 · Consular: $345 + $235
MADLIC fees	$1,350–$5,000 per worker, by volume	$5,500 per beneficiary	$2,000 per applicant

USCIS paper-filing fees and Department of State fees as of 10/14/2026. Timeframes are planning estimates, not guarantees. Details and sources in each chapter.

STAGE 1 PERM Labor Certification U.S. Department of Labor

What PERM is designed to do

PERM generally requires the sponsoring employer to demonstrate compliance with recruitment and labor-market requirements, including that there are **no able, willing, qualified, and available U.S. workers** for the offered position under the applicable standards. The process protects the wages and working conditions of U.S. workers, which is why the employer, not the worker, drives this stage.

STEP 1 Employer registration

- Account setup in the DOL's **FLAG** system, as applicable.
- Legal business name and **FEIN** (Federal Employer Identification Number).
- Business location and authorized representatives.
- Company operational details.
- Account access and verification of employer information.

> FLAG registration **does not constitute PERM approval**. It only enables electronic filing.

STEP 2 Needs assessment

- Number of positions and job title.
- Worksite location.
- Job duties.
- Minimum education and experience the job **genuinely** requires.
- Full-time, permanent employment.
- Compensation.
- Bona fide job opportunity requirements.

> WHY IT MATTERS
>
> Job requirements must comply with DOL regulations and must be **normal for the occupation**. They cannot be tailored to the foreign worker or designed to screen out qualified U.S. workers (for example, an unnecessary language or experience requirement). Unjustified requirements are a frequent cause of audits and denials.

Reference: 20 CFR Part 656, including §§ 656.10 and 656.17(h). DOL portal: flag.dol.gov/.

STAGE 1 PERM Labor Certification — U.S. Department of Labor

STEP 3 Prevailing Wage Determination

Using **Form ETA-9141**, the DOL determines the **prevailing wage**: the minimum wage the employer must offer for the position. The determination depends on the **occupational classification**, the **worksite location**, the **job duties**, and the **education, experience, and skills** required. Recruitment cannot begin until the determination is issued.

PLANNING ESTIMATE

~4 months

As of 9/30/2026, DOL was issuing determinations for June 2026 requests.

Official times, generally updated monthly: flag.dol.gov/processingtimes

STEP 4 Mandatory recruitment

Before filing, the employer must conduct **good-faith recruitment** to test the U.S. labor market. Requirements differ for **professional** positions (normally requiring a bachelor's degree or higher) and **nonprofessional** positions, so not every EB-3 case uses identical recruitment methods.

NONPROFESSIONAL POSITIONS	PROFESSIONAL POSITIONS · 20 CFR § 656.17(e)
State Workforce Agency job order for at least **30 days**.	The same mandatory steps: **30-day job order** and **two Sunday ads** (one may be replaced by a professional journal ad where permitted).
Two Sunday newspaper ads in a newspaper of general circulation in the area, subject to regulatory alternatives.	**Three additional methods** chosen from the ten authorized options: job fairs, employer website, job search website, on-campus recruiting, trade or professional organizations, private employment firms, employee referral program with incentives, campus placement offices, local or ethnic newspapers, radio or TV ads.
Notice of Filing posted at the worksite for 10 consecutive business days and in the employer's usual in-house media.	**Notice of Filing** under the same rules.

TIMING RULES

Mandatory recruitment steps must take place **more than 30 and fewer than 180 days** before the ETA-9089 is filed. The final 30 days are a waiting period to receive and evaluate applicants. For professional positions, up to two of the additional methods may occur within those 30 days.

Sources: 20 CFR §§ 656.10(d), 656.17(e). Summary only; an attorney should confirm the requirements for each case.

STAGE 1 PERM Labor Certification — U.S. Department of Labor

RECRUITMENT TIMELINE (DAYS BEFORE FILING)



WHEN RECRUITMENT MAY NEED TO BE REPEATED

Recruitment generally has to be **repeated** if more than 180 days pass before filing, if the job duties, requirements, or worksite change materially, or if the prevailing wage determination expires before recruitment begins or the case is filed.

STEP 5 Recruitment report

The recruitment report is the employer's record of everything it did to find U.S. workers. It documents:

- Recruitment methods used.
- Publication dates.
- Number of applicants.
- Applicant evaluations.
- **Lawful, job-related** reasons for rejection, where applicable.
- Supporting advertisements and records.

GOOD FAITH

Employers must evaluate U.S. applicants **genuinely and in good faith**. A qualified U.S. applicant cannot be disregarded to make foreign sponsorship possible; if one is available, PERM cannot be filed for that opening.

WHAT TO KEEP

Ads, notices, résumés received, interview notes, and the report itself, generally for **five years** after filing.

PLANNING ESTIMATE FOR RECRUITMENT AND WAITING PERIODS

~2 to 3 months

Depends on the case, media, and applicant response.

Sources: 20 CFR §§ 656.10(f) (record retention), 656.17(g) (recruitment report), 656.40(c) (PWD validity).

STAGE 1 PERM Labor Certification — U.S. Department of Labor

STEP 6 Filing Form ETA-9089

- Employer information.
- Job requirements and offered wage.
- Beneficiary qualifications.
- Recruitment compliance.
- Employer attestations.
- Electronic filing through **FLAG**.

The **priority date** is generally established when the DOL receives a properly filed PERM application. It is the worker's place in line under the Visa Bulletin.

POSSIBLE OUTCOMES

Approval | **Audit** | **Denial**

Other procedural review, such as supervised recruitment, is also possible. Labor certification is **not** an immigrant visa and does not itself authorize employment.

Stage One timeline

Prevailing wage determination	~4 months	
Recruitment + waiting periods	~2–3 months	
PERM adjudication (no audit)	~11–15 months	
Realistic planning range	**~17–20 months**	

DOL processing times

OFFICIAL DATA VS. PLANNING ASSUMPTIONS

Official government data (October 2026): as of October 5, 2026, the DOL was reviewing PERM applications filed in **December 2025**, with an average of **336 days** per decided case; as of September 30, it was issuing prevailing wage determinations for **June 2026** requests.
Planning assumption: the often-quoted 18-month figure is an illustration only. Adding current data gives a realistic range of roughly **17 to 20 months**, before any audit, case change, or reconsideration, each of which can add several months.

Source: U.S. Department of Labor, flag.dol.gov/processingtimes (October 2026 update). Processing times change monthly.

STAGE 2 Immigrant Petition for Alien Workers · I-140 USCIS

From Labor Certification to USCIS: Filing the Employer's Immigrant Petition

Following PERM certification, the employer generally files **Form I-140** with USCIS within the certification's validity period, which is **180 days** from the date of certification.

EMPLOYER REQUIREMENTS

Valid labor certification
Certified and still within its validity period.

Permanent, full-time offer
The same genuine job described in PERM.

Correct classification
Skilled Worker, Professional, or Other Worker.

Beneficiary qualifications
Met by the priority date, with proof.

Ability to pay
The proffered wage, from the priority date onward.

Consistency
PERM, job opportunity, and I-140 must align.

ABILITY TO PAY

USCIS generally expects **federal tax returns**, **annual reports**, or **audited financial statements**. It may also consider whether the employer already pays the worker the proffered wage, or whether net income or net current assets cover it; employers with 100 or more workers may submit a statement from a financial officer. A single bank balance is **rarely sufficient**. Ability to pay must be shown for **every** sponsored worker, which matters when a company files several petitions.

Sources: 8 CFR § 204.5(g)(2); 20 CFR § 656.30(b). Form: www.uscis.gov/i-140.

STAGE 2 Immigrant Petition for Alien Workers · I-140 USCIS

REGULAR PROCESSING

No guaranteed date

Standard processing varies by service center and does not guarantee a decision by any date. Recent national medians have run about **3–4 months**. Check current times at egov.uscis.gov/processing-times.

PREMIUM PROCESSING · FORM I-907

15 business days

USCIS must take **adjudicative action** within that window: approval, denial, request for evidence, or notice of intent to deny. It **does not guarantee approval** and does not speed up visa availability.

I-140 government filing fees

I-140 base filing fee (paper filing; $665 if filed online)	**$715**
Asylum Program Fee · regular employer (26+ full-time employees)	**$600**
Asylum Program Fee · qualifying small employer (25 or fewer)	**$300**
Asylum Program Fee · qualifying nonprofit	**$0**
I-907 premium processing (optional)	**$2,965**

The **Asylum Program Fee** is a separate USCIS fee charged to employer petitioners to help fund the asylum system. **It does not mean the sponsored worker is applying for asylum.**

EXAMPLE TOTALS · GOVERNMENT FEES PER PETITION

Regular employer

I-140	$715
Asylum Program Fee	$600

$1,315

With premium: $4,280

Qualifying small employer

I-140	$715
Asylum Program Fee	$300

$1,015

With premium: $3,980

Qualifying nonprofit

I-140	$715
Asylum Program Fee	$0

$715

With premium: $3,680

Fees verified October 14, 2026, and must be re-verified on the filing date: USCIS G-1055 · uscis.gov/i-907. MADLIC's Stage 2 fee ($5,500 per beneficiary) is separate (p. 18).

BETWEEN STAGES 2 AND 3

Why an approved I-140 does not always mean immediate green card availability

U.S. law caps the number of immigrant visas issued each year by category and by country. When demand exceeds supply, a line forms, ordered by priority date.

Priority Date
The worker's place in line; generally the PERM filing date.

Final Action Dates
The cutoff for final approval: the priority date must be earlier.

Dates for Filing
An earlier cutoff that may allow an I-485 to be filed before final approval.

Current (C)
No backlog: visas are available for any priority date.

Retrogression
A cutoff date moves backward because demand exceeded available visas.

Chargeability
Generally the country of birth, subject to exceptions. EB-3 Other Workers has its own, often longer, cutoff.

HYPOTHETICAL EXAMPLE · WORKER'S PRIORITY DATE: MARCH 10, 2023

HYPOTHETICAL JANUARY BULLETIN — CUTOFF: JAN 1, 2022

Not current

3/10/2023 is after the cutoff: the worker must wait.

HYPOTHETICAL JULY BULLETIN — CUTOFF: APR 15, 2023

Current

3/10/2023 is before the cutoff: the case may proceed.

OCTOBER 2026 VISA BULLETIN · EB-3 · ALL CHARGEABILITY AREAS EXCEPT THOSE LISTED

Classification	Final Action Date	Date for Filing
Skilled Workers / Professionals	May 15, 2024	Aug 1, 2024
Other Workers	Jan 1, 2022	Jun 1, 2022

Each month, USCIS announces which chart may be used to file employment-based I-485 applications (for October 2026, Dates for Filing); final approval still requires a current Final Action Date. For consular cases, the **National Visa Center** schedules interviews once a visa number is available. The bulletin is generally published monthly and may advance or retrogress. Scan the code or visit travel.state.gov · Visa Bulletin.

Source: U.S. Department of State, Visa Bulletin for October 2026. China, India, and other countries have different cutoffs.

STAGE 3 Permanent Residence Application — USCIS or U.S. Department of State

Two Possible Paths Toward U.S. Permanent Residence

A Adjustment of Status

Agency: USCIS · Form I-485

A LICENSED ATTORNEY SHOULD REVIEW:

- Most recent entry; inspected and admitted or paroled.
- Current status and history of status violations.
- Unauthorized employment and unlawful presence.
- Visa availability.
- Adjustment restrictions and possible **INA § 245(k)** relief.
- Grounds of inadmissibility.

B Consular Processing

Agency: Dept. of State · Form DS-260

MAIN STEPS:

- I-140 approval; case sent to the National Visa Center.
- Fee payments and DS-260 submission.
- Civil and financial documents, as applicable.
- Medical examination.
- Embassy or consulate interview.
- Visa issuance if approved; USCIS Immigrant Fee.
- Admission as a permanent resident.

Path A. Individuals physically present in the U.S. may be eligible to adjust status if they meet the applicable requirements. A visa overstay does not automatically bar every employment-based applicant, and a lawful entry alone does not guarantee eligibility: exceptions and statutory provisions require individualized legal analysis. **Path B.** Consular processing suits workers abroad and some people in the U.S. who cannot adjust, but it is **not a workaround** for immigration violations: departing after certain periods of unlawful presence can trigger **3-year or 10-year** bars. Some applicants may qualify for waivers, but approval cannot be guaranteed. **Never travel or leave the U.S. without a qualified legal assessment.**

Family members. A spouse and unmarried children under 21 may generally obtain residence as derivatives. Age-related rules, including the Child Status Protection Act, can affect whether a child who turns 21 remains eligible.

> **2026 UPDATE**
>
> On May 21, 2026, USCIS issued Policy Memorandum **PM-602-0199**, reaffirming that adjustment of status is discretionary and signaling closer scrutiny of factors such as unauthorized employment and overstays. A legal review before choosing a path matters more than ever.

Sources: INA §§ 245(a), 245(c), 245(k), 212(a)(9)(B); USCIS PM-602-0199. Form: www.uscis.gov/i-485.

STAGE 3 Permanent Residence Application — USCIS or U.S. Department of State

"When one immigration pathway is unavailable, an individualized legal assessment may identify another lawful option."

STAGE THREE GOVERNMENT AND THIRD-PARTY COSTS

PATH A · ADJUSTMENT OF STATUS	AMOUNT
Form I-485, age 14 or older	**$1,440**
Form I-485, under 14 filing with a parent	**$950**
Form I-765 work permit, if requested	**$260**
Form I-131 travel document, when applicable	**$630**
Form I-693 medical exam (civil surgeon)	**Variable**
Qualifying derivatives	**Per person**
Legal or administrative fees	**Separate**

PATH B · CONSULAR PROCESSING	AMOUNT
Employment-based immigrant visa fee (DS-260)	**$345**
USCIS Immigrant Fee	**$235**
Medical exam (panel physician)	**Variable**
Civil documents and translations	**Variable**
Travel expenses	**Variable**
Derivative beneficiaries	**Per person**

Fixed: USCIS and Department of State fees (paper-filing amounts; some online filings cost less). **Variable:** third-party costs such as medical exams, translations, travel, and consular logistics. Each derivative family member pays separate fees.

> MADLIC's Stage 3 administrative fee is **$2,000 per applicant**, always separate from government, medical, translation, and independent attorney costs.

Sources: USCIS G-1055; travel.state.gov · Fees for Visa Services; verified October 14, 2026.

FINANCIAL RESPONSIBILITY

Who pays for each stage?

Keeping employer, government, and worker costs separate prevents compliance problems.

STAGE	WHO PAYS	DETAILS
Stage 1 · PERM	**Employer** (required)	Employers are responsible for required PERM costs, including mandatory recruitment, advertising, and employer-related preparation expenses. These costs **may not be shifted to the foreign worker, directly or indirectly** (20 CFR § 656.12(b)). The DOL does not ordinarily charge a filing fee for Form ETA-9089.
Stage 2 · I-140	**Employer** (recommended)	The employer is the petitioner. Payment rules for I-140 expenses differ from PERM rules, so the structure should be reviewed by a qualified attorney for compliance with applicable laws and contracts. MADLIC generally recommends that employers consider covering I-140 expenses.
Stage 3 · Residence	**Beneficiary** (generally)	Employers are not generally required to cover every personal adjustment or consular expense, though they may voluntarily agree to. The beneficiary is generally responsible, subject to applicable rules and contracts.

SUMMARY

Employer-paid

- PERM recruitment and advertising
- PERM preparation fees, including MADLIC Stage 1 fees
- Employer-side attorney fees for PERM

Negotiable / recommended employer

- I-140 filing fee and Asylum Program Fee
- MADLIC Stage 2 fee
- Optional premium processing
- Any Stage 3 cost the employer volunteers to cover

Beneficiary-paid (generally)

- I-485 or DS-260 and Immigrant Fee
- Medical exam, translations, travel
- Derivative family member fees
- MADLIC Stage 3 fee, unless agreed otherwise

NOTE

This chart describes general practice and is **not a universal legal guarantee**. Each arrangement should be reviewed by an attorney, especially when the worker is already employed by the company or when reimbursement agreements exist.

INVESTMENT OVERVIEW

Administrative Support and Process Coordination

MADLIC Immigration's service fees, always presented separately from government fees and independent attorney fees.

STAGE 1 · PERM LABOR CERTIFICATION SUPPORT · FEE PER SPONSORED WORKER

1 worker	2–5 workers	6–10 workers	11–19 workers	20+ workers
$5,000 per worker	**$4,000** per worker	**$3,000** per worker	**$1,800** per worker	**$1,350** per worker

Fees are calculated per sponsored worker within the applicable volume tier, subject to the executed service agreement. **Employer-related PERM costs must be paid by the sponsoring employer** and cannot be recovered from the employee in violation of DOL regulations. Required advertising and recruitment expenses are additional unless expressly included in a compliant written agreement.

STAGE 2 · I-140 ADMINISTRATIVE SERVICES

$5,500 per beneficiary

Covers only the administrative services expressly described in the engagement agreement. Government filing fees, optional premium processing, and independent attorney fees are not automatically included.

STAGE 3 · ADJUSTMENT OR CONSULAR SUPPORT

$2,000 per applicant

Government filing fees, medical exams, legal services, translations, and other third-party costs are separate unless otherwise specified in writing.

SCOPE OF SERVICES

MADLIC does not determine legal eligibility, select legal strategies for applicants, or act as legal counsel. Those functions belong to licensed attorneys or accredited representatives. We recommend that employers have the service structure reviewed by counsel, including any cost that may fall under the prohibition on shifting PERM expenses to the beneficiary.

CORPORATE COST ILLUSTRATIONS

What does sponsorship cost an employer?

Examples for a regular employer (26+ full-time employees) using USCIS paper-filing fees. Worker-paid Stage 3 costs are shown separately and are never added to the employer subtotal.

EMPLOYER-PAID	1 WORKER	5 WORKERS	10 WORKERS	20 WORKERS
1. PERM administrative fees (MADLIC)	$5,000 $5,000 each	$20,000 $4,000 each	$30,000 $3,000 each	$27,000 $1,350 each
2. Recruitment and advertising	Quoted separately	Quoted separately	Quoted separately	Quoted separately
3. I-140 administrative fees (MADLIC)	$5,500	$27,500	$55,000	$110,000
4. I-140 government fees ($715 + $600)	$1,315	$6,575	$13,150	$26,300
Employer subtotal (excluding recruitment)	**$11,815**	**$54,075**	**$98,150**	**$163,300**
5. Premium processing (optional)	$2,965	$14,825	$29,650	$59,300

6 · STAGE THREE APPLICANT EXPENSES, PER PERSON (GENERALLY PAID BY THE BENEFICIARY)

	PATH A · ADJUSTMENT OF STATUS	PATH B · CONSULAR PROCESSING
MADLIC fee	$2,000	$2,000
Government fees	$1,440 (I-485, age 14+)	$580 (DS-260 $345 + Immigrant Fee $235)
Optional or variable	I-765 $260 · I-131 $630 · medical exam	Medical exam · translations · travel

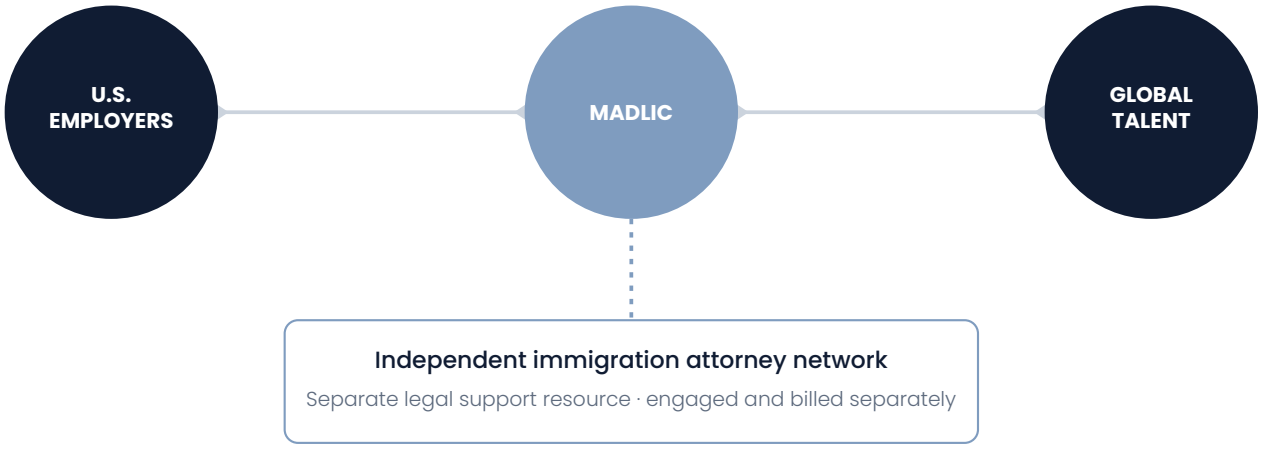
READING THESE NUMBERS

A qualifying small employer pays **$1,015** in government fees per I-140, and a qualifying nonprofit pays **$715**. Recruitment and advertising costs depend on the market and occupation and are quoted separately. These figures are illustrations, not a quote; final amounts depend on the commercial proposal and the executed agreement.

FOR EMPLOYERS

Why work with MADLIC Immigration?

You run your business. We organize the process, coordinate the parties, and make every responsibility clear.



- Connections between employers and potential workforce.
- Administrative process organization.
- Document collection and coordination.
- Structured communication with employers and beneficiaries, in English and Spanish.
- Process milestone tracking.
- Coordination of independent legal consultations.
- Employer-focused operational support.
- Transparent financial information.

WHAT TO KNOW

Hiring and sponsorship decisions **remain with the employer**. Legal representation is **not automatically included**, and independent attorneys are not MADLIC staff. No immigration result, labor certification, visa, or employment placement is guaranteed.

FREQUENTLY ASKED QUESTIONS

Questions employers ask

01 **Can a small business sponsor a foreign worker through EB-3?**

Yes. Size is not a barrier, but the business must offer a genuine permanent job and show ability to pay. Employers with 25 or fewer full-time employees pay the reduced $300 Asylum Program Fee. If the worker has an ownership or family tie to the company, DOL looks closely at whether the job is a bona fide opportunity.

02 **Is there a minimum number of employees required to sponsor?**

No. There is no minimum headcount.

03 **Does the business need to be profitable?**

Not necessarily. USCIS generally looks at whether the employer already pays the wage, or whether net income or net current assets cover it, and may weigh the totality of circumstances.

04 **Can we sponsor employees who already work for our company?**

Yes, if they are currently authorized to work. Experience gained with your own company counts toward the job requirements only under specific conditions, which an attorney should review.

05 **Can one company sponsor multiple workers?**

Yes. Each worker needs a labor certification and an I-140, and the company must show ability to pay all sponsored workers.

06 **What evidence is needed to show financial ability to pay?**

Federal tax returns, annual reports, or audited financial statements; payroll records if the worker is already paid the wage; and, for employers with 100+ workers, possibly a statement from a financial officer.

07 **What happens if a qualified U.S. worker applies during recruitment?**

The employer must consider the applicant in good faith. If a qualified U.S. worker is available, PERM cannot be filed for that opening.

08 **What happens if DOL audits a PERM case?**

The employer must submit the requested documents within the deadline, generally 30 days. Audits add months; failure to respond leads to denial, which is why records are kept from day one.

FREQUENTLY ASKED QUESTIONS

Questions employers ask (continued)

09 **Can sponsored workers pay the employer's PERM expenses?**

No. Federal rules prohibit shifting those costs to the worker, directly or indirectly (20 CFR § 656.12(b)).

10 **How long does the EB-3 sponsorship process take?**

It depends mostly on the Visa Bulletin. As a rough guide based on October 2026 data, about 3–4 years for Skilled Workers and Professionals and 5 or more for Other Workers, varying by country.

11 **Does an approved I-140 provide work authorization?**

No. An approved I-140 alone does not grant work authorization or immigration status.

12 **What happens if the Visa Bulletin retrogresses?**

The worker keeps the priority date and waits until it becomes current again. A pending I-485 generally remains pending but cannot be approved until then.

13 **Can we sponsor someone who is currently outside the United States?**

Yes. The worker completes consular processing abroad and enters the U.S. as a permanent resident.

14 **What if the employee is not eligible for adjustment of status?**

An attorney should evaluate alternatives, such as consular processing and possible waivers. The employee should not leave the U.S. without that assessment.

15 **What obligations does the employer have once the process is approved?**

Keep the job offer genuine, pay the offered wage once the worker starts in the position, maintain Form I-9 compliance, retain PERM records for five years, and notify counsel if the offer changes or is withdrawn.

General answers based on 20 CFR Part 656, 8 CFR § 204.5, the INA, and official USCIS and Department of State guidance. They do not replace an individual legal assessment.

RESOURCES

Official Government Resources

All links are clickable. The QR codes open the three sources that change most often.

U.S. DEPARTMENT OF LABOR

FLAG Portal
flag.dol.gov/

PERM and Prevailing Wage Processing Times
flag.dol.gov/processingtimes

U.S. CITIZENSHIP AND IMMIGRATION SERVICES

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

Form I-907
www.uscis.gov/i-907

Form I-485
www.uscis.gov/i-485

Official Filing Fee Schedule (G-1055)
www.uscis.gov/g-1055

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

U.S. DEPARTMENT OF STATE

Monthly Visa Bulletin
travel.state.gov/content/travel/en/legal/visa-law0/visa-bulletin.html

Employment-Based Immigrant Visas
travel.state.gov/content/travel/en/us-visas/immigrate/employment-based-immigrant-visas.html

REGULATIONS

20 CFR Part 656 · Labor Certification
www.ecfr.gov/current/title-20/chapter-V/part-656

8 CFR § 204.5 · Employment-Based Petitions
www.ecfr.gov/current/title-8/chapter-I/subchapter-B/part-204/subpart-A/section-204.5

DOL processing times

USCIS fee schedule

Visa Bulletin

Also referenced: the Immigration and Nationality Act (INA) and USCIS Policy Memorandum PM-602-0199. All fees, processing times, and Visa Bulletin data verified October 14, 2026. Always confirm current information before acting.



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MADLIC Consulting Group LLC

ADDRESS

3300 N Triumph Blvd, Suite 100 · Lehi, Utah 84043

PHONE

(801) 879-3211 · (801) 636-6311

EMAIL

waleska@madlic.com

WEBSITE · INSTAGRAM

www.madlic.com · @madlicofficial

www.madlic.com

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