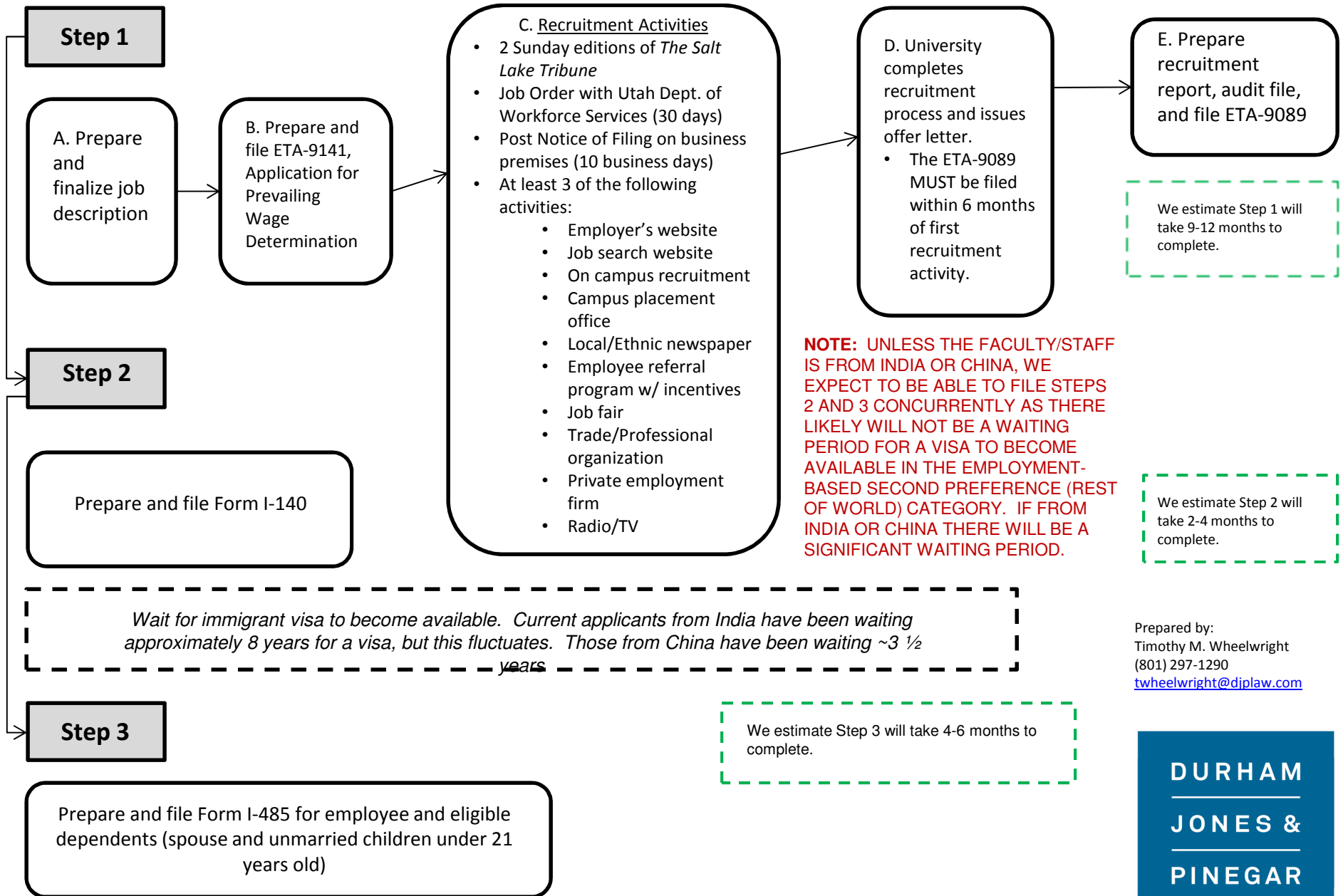


Overview of the Employment-Based Green Card Process (PERM)

(with estimated processing times)



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