

YanoGlobal

EB-3 Employment-Based Green Card Program Guideline

The EB-3 visa is a U.S. employment-based immigrant visa category leading to permanent residency (a green card) for skilled workers, professionals, and other workers sponsored by a U.S. employer. Unlike temporary work visas, EB-3 offers a direct pathway to lawful permanent status. YanoGlobal works with verified U.S. employers to sponsor candidates from the Caribbean, Central America, and South America through the full labor certification and immigrant petition process.

APPLICANT REQUIREMENTS

Personal Documentation

- Valid passport (6+ months validity)
- Passport-style photograph
- Birth certificate
- Proof of current address

Background & Character

- Police clearance / good conduct certificate (all countries of residence)
- Signed declaration of no criminal record

Education & Professional

- Diploma or transcript (credential evaluation if foreign)
- Relevant certifications / trade licenses
- Resume / CV showing qualifying experience
- Proof of at least 2 years experience/training (skilled worker category)

Labor Certification & Petition Forms

- PERM labor certification (ETA-9089), filed by employer
- Form I-140 immigrant petition (filed by employer)
- Form DS-260 (consular processing) or I-485 (adjustment of status)
- Civil documents: birth certificate, marriage certificate (if applicable)

Medical & Other

- Medical exam (Form I-693 or panel physician exam abroad)
- Vaccination records
- Signed YanoGlobal program agreement

EMPLOYER REQUIREMENTS

Eligibility Documentation

- Business registration/incorporation proof
- Federal EIN
- Proof of business operations

Job & Placement Documentation

- Permanent, full-time job offer letter
- Detailed job description and minimum requirements
- Prevailing wage determination (DOL)
- Worksite address & supervisor contact

Labor Certification & Compliance

- Recruitment report (job postings, ads, results)
- PERM application (ETA-9089) filing
- Ability-to-pay evidence (tax returns / financial statements)
- Form I-140 immigrant petition filing
- Wage compliance confirmation (DOL)

Timeline to Completion

- The overall process typically takes 1 to 3 years from filing to approval.
- Timelines vary by country of origin, applicants from high-demand countries such as India, China, and the Philippines may wait 3 to 5+ years due to visa bulletin backlogs.

Key Forms Reference

Form	Completed By	Purpose	Avg. Cost
PWD (Prevailing Wage)	Employer	DOL-set minimum wage for the position	No fee
ETA-9089 (PERM)	Employer	Labor certification (no qualified U.S. workers)	\$1,500-\$6,000
I-140	Employer	Immigrant Petition for Alien Worker	\$715 filing fee
DS-260	Applicant	Consular processing immigrant visa application	\$345
I-485	Applicant	Adjustment of Status application	\$1,440
I-693	Applicant	Report of medical examination	\$200 - \$500
Police Clearance Cert.	Applicant	Proof of good conduct from home country	\$0 - \$100

ESTIMATED TOTAL COST

Combining government filing fees, PERM recruitment/legal costs, and medical exams, the overall EB-3 process typically costs \$15,000 to \$19,000 per applicant, and can run higher depending on attorney fees and advertising costs during recruitment. Costs are generally shared between employer (PERM, I-140) and applicant (visa/adjustment fees, medical exam).

Step-by-Step Sequence to Completion

The steps below show the required order of documents, forms, and actions across both the applicant and employer, from initial application through green card issuance and program start. The EB-3 process is longer than temporary visa categories and can take one to several years depending on country of origin and visa bulletin backlogs.

#	Responsible	Step
1	Applicant	Complete YanoGlobal candidate profile and submit initial application
2	Applicant	Submit personal documentation: passport, photo, birth certificate, proof of address
3	Applicant	Submit education, resume, certifications, and proof of qualifying experience
4	Employer	Register with YanoGlobal as a verified sponsoring employer
5	Employer	Submit business registration, EIN, and proof of operations
6	Both	YanoGlobal facilitates candidate-employer matching
7	Employer	Request prevailing wage determination from the Department of Labor
8	Employer	Conduct required recruitment (job postings, ads) for the position
9	Employer	File PERM labor certification (ETA-9089) with the Department of Labor
10	Applicant	Submit police clearance / good conduct certificate and background declaration
11	Employer	Upon PERM approval, file Form I-140 immigrant petition
12	Applicant	Wait for priority date to become current per visa bulletin (category/country dependent)
13	Applicant	Complete medical exam (Form I-693 or panel physician) and vaccination records
14	Applicant	File Form DS-260 (consular processing) or Form I-485 (adjustment of status)
15	Applicant	Attend immigrant visa interview or biometrics appointment
16	Applicant	Receive immigrant visa or approval notice
17	Applicant	Travel to the U.S. and complete admission, or receive green card if adjusting status
18	Employer	Confirm start date and finalize onboarding logistics
19	Both	Employment begins; employer maintains compliance with wage and job terms