

LABOR CERTIFICATION ANOMALY:

U.S. Law / Public Policy FAVORS A Qualified U.S. Worker Over A Better-Qualified Foreign National

Foreign National

UNLESS...

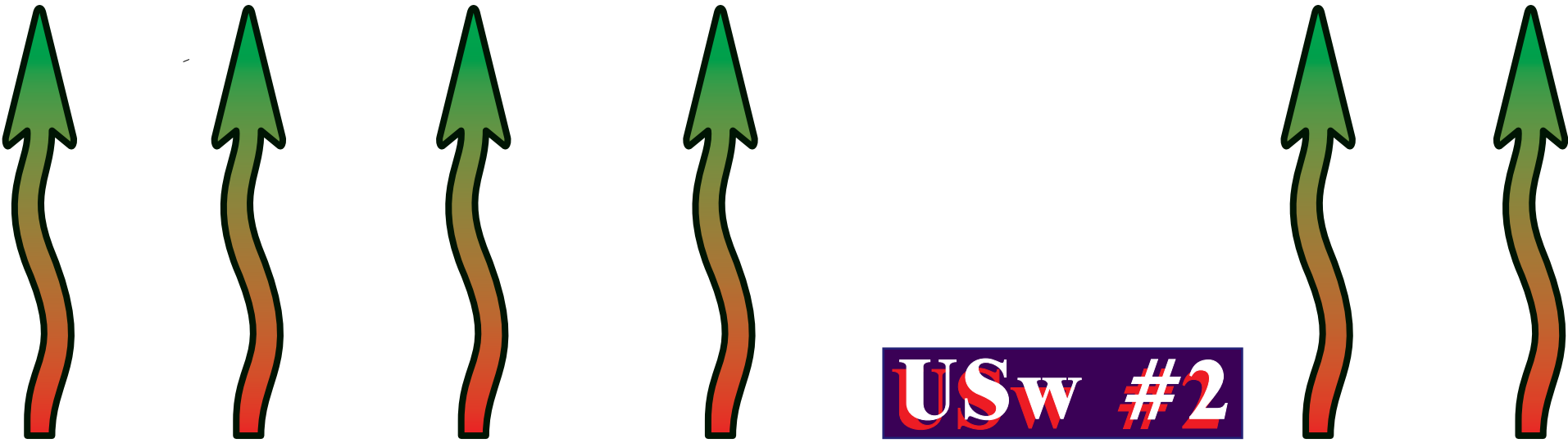
USw #3

APPLIES!

MOR

Set By Employer As Minimum "Business Necessity" Requirements

MOR

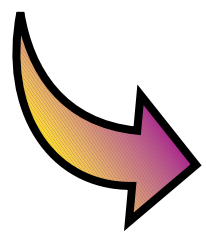


USw #2

MOR

Set By USDOL As Minimum "Normal"/Generic Requirements

MOR



- X** = Necessary Education
- Y** = Necessary Experience
- Z** = Necessary Skills

USw #1

The LC Process Expects The Employer To Ask For No More Than The (MOR) MINIMUM OBJECTIVE REQUIREMENTS: