U.S. Department of Labor
Employment and Training Administration
Harris Tower, 233 Peachtree Street NE
Suite 410
Atlanta, GA 30303

RE: RECRUITMENT REPORT - PERM Labor Certification Application Filed
Employer:
Alien:
Position:
Job Location:

I. EMPLOYER'S RECRUITMENT EFFORTS

As detailed below, has engaged in recruitment activities in the past 180 to 30 days prior to filing the labor certification application for the position of Senior Engineer at our New York, New York location. Despite our recruitment efforts, has been unable to locate a sufficient number of minimally qualified U.S. workers who are able, willing, available, and qualified to perform the minimum job duties of the position.

Specifically, has engaged in the following recruitment within the 180 days to 30 days prior to filing this application:

A. Mandatory Recruitment Steps

1. Sunday print advertisement in newspaper of general circulation for the area of intended employment: on the following Sundays: November 15, 2015 and November 22, 2015.

2. State Workforce Agency ("SWA") Job Order: placed on New York State Job Order from October 30, 2015 to November 29, 2015.

3. Internal Posting Notice: This notice was posted on the bulletin board near the front door in our office at

   The Notice of Filing was posted for at least ten consecutive business days in a conspicuous and clearly visible place at the location where permanent employment is being offered. The Notice remained fully visible and unobstructed for the entire duration of the posting period. This location is in the immediate vicinity of

B. Additional Recruitment for Professional Positions

1. External job search website: from November 17, 2015 to December 2, 2015.

2. Employer website: [redacted] from November 10, 2015 to November 30, 2015.

3. Employee Referral Program (ERP) with incentives from November 10, 2015 to November 30, 2015.

C. Prevailing Wage Determination

The employer's prevailing wage request, issued by the National Prevailing Wage Center, is valid from [redacted]

II. RECRUITMENT SUMMARY

In response to [redacted] various recruitment efforts for the Senior Engineer position in New York, New York [redacted] received three (3) resumes from an interested applicants. After careful review of the qualifications of all three (3) applicants, [redacted] determined that none were qualified for the position. We detail below the results of the recruitment and categorize the applicants by lawful, job-related reasons for rejection.

A) ASSESSMENT OF APPLICANTS

Recruitment Results: The following describes [redacted] recruitment results for the intended job opportunity:

Number of resumes received: 3
Number of applicants interviewed: 0
Number of applicants rejected for lawful reasons: 3

Applicant did not possess the minimally required education required to perform the job: 1
Applicant did not possess the minimally required years of experience required to perform the job: 0
Applicant did not possess the minimally required skills required to perform the job: 2

Number of hires: 0

Applicant, [redacted] lacked both the level of education and skills required to perform the basic function of the Senior Engineer role. [redacted] possessed just a Bachelor's degree and Associate's degree, thereby lacking the advanced degree required for this senior role. Furthermore, he also lacked education and/or experience in all seven (7) of the minimally required skills necessary to perform the duties of the advertised role. As such, [redacted] was disqualified from consideration for the Senior Engineer role.

Applicant, [redacted] lacked the necessary skills required for the advertised Senior Engineer role. While the applicant possessed a Master's degree, he lacked experience and/or education in all seven (7) of the minimally required skills. Without these skills, the applicant would be unable to perform the basic function of the Senior Engineer role. As such, [redacted] was disqualified from consideration.

Applicant, [redacted] also lacked the necessary skills required for the advertised Senior Engineer role. He too possessed a Master's degree; however, he lacked experience and/or education in all seven (7) of the minimally required skills. Without these skills, the applicant would be unable to perform the basic function of the Senior Engineer role. As such, [redacted] was disqualified from consideration.

As none of the three (3) applicants possessed the combination of education, experience, and special skills required for the Senior Engineer role, the advertised position remains open and the open position is being offered to the alien for whom we are filing the labor certification application.