Interviews	No universal requirement to offer telephone or virtual interviews.	If interviews are required, employers generally must offer phone or remote options designed to minimize U.S.-worker costs.
Who evaluates applicants	Beneficiary participation is generally restricted; attorney and agent participation is also limited.	Interviewer generally must be a U.S. worker who normally evaluates candidates for comparable non-PERM positions.
Recruitment report	Prepared and retained, usually submitted only in an audit or supervised recruitment.	Submitted with every PERM application, unless a different supervised-recruitment procedure applies.
U.S.-worker resumes and applications	Retained in the audit file and normally produced only upon audit.	All U.S.-worker resumes and applications must be submitted with the PERM filing.
Recruitment-report detail	Reports generally state the number of applicants and hires and provide lawful job-related rejection reasons.	Expanded report identifies sources, dates, URLs, each applicant, contact and application information, qualifications, disposition, reviewer or interviewer, offer status, and rejection reason.
Post-filing obligations	Recruitment is mainly a pre-filing process, subject to audits, supervised recruitment, and existing layoff rules.	Compliance becomes more continuing. Recruitment information may need updating after qualifying layoffs during the PERM and I-140 period.

Practical takeaway: The proposal replaces the current 30-day, newspaper-centered structure with a 90-day, primarily electronic system that must mirror the employer's ordinary recruitment and requires recruitment evidence, reports, and applicant materials to be filed with the ETA-9089.