

60-Day WARN Timeline Calculator

Plan your outreach strategy around the layoff lifecycle

Understanding the 60-Day Window

California law requires 60 days advance notice. This creates a predictable timeline for strategic outreach.

Phase 1: Notice Filed (Day 0)

Employee Status: Just learned, processing information
Recruiter Opportunity: Build awareness, gather intelligence

Phase 2: Early Awareness (Days 1-14)

Employee Status: Updating LinkedIn, exploring options
Recruiter Opportunity: First contact window with low competition

Phase 3: Active Search (Days 15-45) ★ PRIME WINDOW

Employee Status: Actively interviewing, highly motivated
Recruiter Opportunity: MAXIMUM - engaged candidates, best conversion rates

Optimal Contact Windows

Window	Days	Conversion	Competition
Early Bird	7-14	Medium (15-20%)	Low
Prime Time	15-45	HIGH (25-35%)	Medium
Post-Layoff	60+	Medium (20-25%)	Very High