

# 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
<b>Prime Time</b>	<b>15-45</b>	<b>HIGH (25-35%)</b>	Medium
Post-Layoff	60+	Medium (20-25%)	Very High