

The Executive Ex Pat Agreement: A Checklist of Ex-Pat Specific Possible Terms



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Expatriate (Ex Pat) agreements vary from company to company and from location to location, and are often tailored to the circumstances and specific needs of the executive. Below is a checklist of possible terms to be considered before entering into an Ex Pat employment agreement.

- **Employing Entity**
- **Reporting and Authority Within Employing Entity and Parent Company**
- **Applicable Law and Venue for Dispute Resolution**
- **Durational Term and Renewal**
- **Position and Performance Metrics vis-à-vis Employing Entity and Parent Company**
- **Compensation, Benefits and Employment Policies of Employing Entity or Parent Company**
- **Compensation Equalization**

- Cost of living allowance
- Tax advice and tax equalization
- Immigration and visas
- Relocation and repatriation costs
- Family education costs
- Local transportation
- Safety and security
- Family home leave
- **No-Fault Separation from Service**
 - Good reason, including legal impediments to working and family urgency
 - Disability or death
- **Procedures and Benefits Regarding No-Fault Separation**
 - Warning and opportunity to cure
 - Severance and repatriation
- **Severance Terms**
 - Base, bonuses, equity and deferred compensation
 - Accelerated vesting, extended exercise
 - Continued benefits
 - Relief from restrictions
 - Transition services
 - Repatriation

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