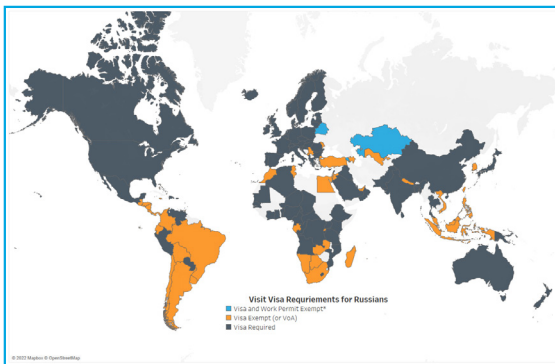


Ukraine Crisis: Ensuring Regional Business Continuity

An increasing concern for businesses navigating the **evolving crisis in Ukraine** is relocating employees from Russia – and in some instances from Belarus and other countries in the region – whether due to employee requests or concerns about ongoing business continuity.

Recommendations for Businesses

1. **Create internal working groups** and designate contact person(s) to act as the decision-making centre. Include both local and headquarter representatives, so they can work together to develop guidance and provide instructions to staff
2. **Map employee population** and prepare employees for possible departure:
 - a. Employees should collect and confirm validity of travel documents and vital records
 - b. Assess employees' COVID-19 vaccination status and encourage employees to obtain/update COVID certificates
3. **Develop a blanket or individual policy approach** to your relocation efforts. Will efforts be focused on one single destination country or will several be considered?
4. **Identify potential exit routes** (airports, land border crossings, etc.)



Practical Steps and Considerations for Russian Citizens

- ▶ The United States, the European Union, other European countries and Canada have closed their airspace to Russian flights, causing delays in travel routes. Check our [Immigration Alerts](#) for the latest developments and contact airlines for the latest on available routes
- ▶ Consider where individuals can travel:
 - Personal circumstances: Where do employees have family? Do they qualify for work or family permissions?
 - Office presence: Consider ability to work and stay?
 - Visa processing: Are visas being processed in the destination countries?
 - Visa free options: Russians are visa exempt as visitors in over 50 countries.

How Fragomen Can Help

Fragomen can create tailored materials to assist you in answering these questions. For example:

- ▶ **Visa Exemption Matrices** – Identify where a given employee could travel without completing immigration formalities in advance
- ▶ **Country Reports** – Evaluate potential destination countries across a wide variety of potential topics, such as “remote work” options, permissible business activities and maximum stay permitted, in-country change of status rules, and work authorisation options, eligibility, and related rules
- ▶ **Strategic Advisory & Project Management** – advising and developing methodology for travel strategies, defining roles, responsibilities and timelines, incorporating the latest information on travel restrictions and immigration processes
- ▶ **COVID-19** – [Our award-winning COVID-19 microsite](#) always has the latest information on how the pandemic has impacted immigration processes

If you have questions or require further information, contact eumobilitysolutions@fragomen.com