

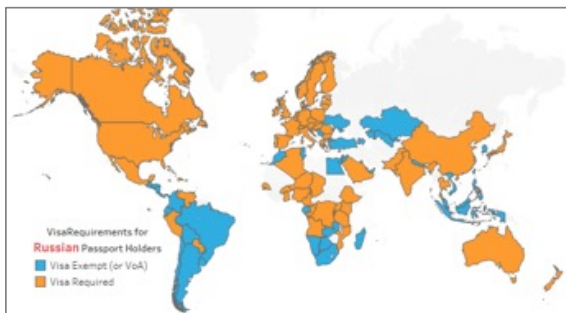
# Russia/Ukraine Crisis Management

## Background

Given the unfolding and challenging situation in Ukraine, companies have begun to form potential evacuation plans for their expat and local workers.

## Recommendations for Businesses

1. Contact consular posts for emergency guidance and potential evacuation plans. Consular posts might also provide designated points of contact for emergency services.
2. Create internal working groups and designate contact person(s) to act as the emergency decision-making center. Include both local and headquarter representatives, so they can work together to develop guidance and provide instructions to staff in case of emergency.
3. Map employee population and prepare employees for possible departure:
  - Identify employee nationalities in countries of interest; include whether employees hold immigration documents for any country (in particular, Schengen Visas held by Russian nationals)
  - Employees should collect and confirm validity of travel documents and vital records
  - Assess employees' COVID-19 vaccination status; encourage employees to obtain/update COVID certificates
4. Identify potential exit routes (airports; land border crossings; etc.)

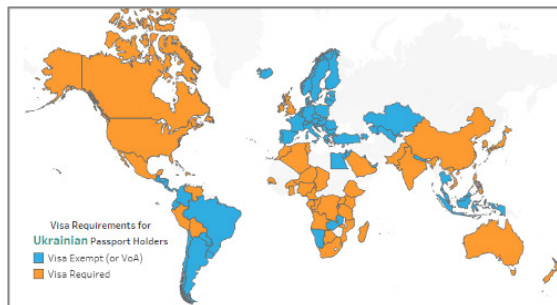


Russians are visa-exempt or can obtain a visa on arrival in at least 47 countries

## How Fragomen Can Help

Good crisis management involves dealing with threats before, during and after they have occurred. We help clients at each stage to reduce vulnerabilities by assessing risks and mitigating their impact through planning and preparedness. We do this by:

- ▶ Identifying potential evacuation destinations
- ▶ Helping stakeholders imbed immigration and compliance in broader business continuity planning
- ▶ Ensuring clients can accurately assess the situation with the best available information and execute their responses with the necessary support, control and effective communication to manage the crisis



Ukrainians are visa-exempt or can obtain a visa on arrival in at least 65 countries

More specifically, we can help to create bespoke informational deliverables for clients to assist in emergency contingency planning. For example:

- ▶ **Visa Exemption Matrices** – Identify where a given employee could travel without having to complete immigration formalities in advance
- ▶ **Destination Country Reports** – Evaluate potential destination countries across a wide variety of potential topics, such as: digital nomad visa and other “remote work” options; permissible business activities for visitors and maximum duration of stay permitted; whether individuals can enter as visitors and change to work-authorized status without leaving the country; and work authorization options, eligibility, and related rules
- ▶ **COVID-19** – Our [COVID-19 microsite](#) always has the latest information on how the pandemic has impacted immigration processes

If you have questions or require further information, please contact [eumobilitysolutions@fragomen.com](mailto:eumobilitysolutions@fragomen.com)