



CASE STUDY

Conflicting Terms

The Problem

A Globalization Partners client issued an offer letter to a candidate in a territory in a European country. This offer letter included terms that conflicted with the local laws as well as with the employment contract Globalization Partners provided to the candidate in consideration. The candidate accepted the job and began to work for the company without issue.

However, unrelatedly, the employee was later terminated. This employee challenged his termination based on the conflicting terms of the initial offer letter and his employment agreement and local laws.

Although the client did not intend for its version of the offer letter to be the final, binding version, an offer letter in certain countries can be seen as a binding contract.

Our Solution

Globalization Partners negotiated an amicable resolution, which resolved any liability of the client without the client having to resort to protracted litigation. Given our extensive experience and knowledge in this particular country, understanding the local norms in this country made us able to avoid a lengthy court battle and countless legal fees for our client.

Globalization Partners is the singular solution to global expansion issues. Which is why we handle a candidate's employment from start to finish. This includes our administering a customized contract, which is in compliance with all local rules, regulations, and laws.

Not only was the client spared time and money, the client was spared a potential adverse judgment which could have involved a high settlement cost plus employee salary.

Thank You

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