

BARRETT
& Farahany
JUSTICE AT WORK™

THE OLDEST AND ONE OF THE
MOST PRESTIGIOUS EMPLOYMENT
LAW FIRMS IN THE SOUTHEAST
DEDICATED TO PROTECTING THE
RIGHTS OF EMPLOYEES.

TALK TO AN ATTORNEY TODAY!

“THANK YOU FOR EVERYTHING!! I TRULY APPRECIATE ALL YOU
HAVE DONE FOR ME AND THE SUPPORT YOU HAVE BEEN
THROUGH THIS ENTIRE PROCESS. I COULDN'T HAVE PICKED A
BETTER FIRM TO WORK WITH. THANK YOU AGAIN.” - C.D.

FACTORS INFLUENCE SEVERANCE PACKAGE VALUE

When facing a job termination, understanding what influences your severance package value can make the difference between a fair settlement and leaving money on the table. For executives and senior professionals, these packages often represent substantial financial compensation that requires careful evaluation and strategic negotiation.

Severance packages serve as a financial bridge between employment transitions, but their value varies dramatically based on multiple interconnected factors. **Barrett & Farahany** explores the key elements that determine the worth

of a severance package and explains how proper legal representation can maximize your compensation in this comprehensive guide.



Length of Employment: The Foundation of Severance Calculations

Your tenure with a company serves as the primary building block for calculating severance packages. Most employers follow established formulas that directly correlate years of service with compensation weeks.

Circumstances of Termination: Context Matter

The reason behind your termination has a significant impact on the value of your severance package. Understanding these distinctions helps set realistic expectations and negotiation strategies.

Company-Initiated Layoffs

Mass layoffs or company restructuring typically result in the most generous severance packages. Organizations want to maintain positive relationships with departing employees and minimize legal risks associated with workforce reductions.

Layoff severance packages often include:

- Standard formula-based compensation
- Extended benefits continuation
- Outplacement services
- Positive references and recommendations

Performance-Based Terminations

Terminations for cause or poor performance usually result in minimal or no severance compensation. However, many situations fall into gray areas where negotiation remains possible...

[Continue Reading...](#)

Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.



Meet the Team at Barret & Farahany

Barrett & Farahany | 2921 Piedmont Road | Atlanta, GA 30305 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)