

# What Can I Ask for When I'm Negotiating a Severance Package?

Employees who receive a severance package should have the [document reviewed by an attorney](#) to ensure they understand what they are signing. They can also seek to have the [package improved](#). In doing so, may employees ask for some or all of the below:



- Additional severance
- Payment of severance over time or in lump sum depending on what is more beneficial for the employee
- Health benefit continuation for themselves and family
- Bonus or pro rata bonus
- Accelerated vesting of options/equity
- Return of their personal property
- Outplacement assistance or money in lieu of outplacement
- References or a departure statement
- Mutual release
- Mutual non-disparagement
- Release from, or limitations on, non-compete or non-solicit provisions
- Expense reimbursement
- Removal of any mitigation of severance offer language
- Modification of the [agreement language](#)

For more information about your rights and options and to determine how you may request some or all of the above items,

[contact Sheree Donath](#) to schedule a consultation.

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