Client Bulletin - Impacts of the Ukraine Invasion on Russians and Belarusians

Aires continues to monitor the unfolding events in Ukraine and advise our clients on how their organizations and employees may be impacted. Aires recommends that companies begin to examine and act on contingency plans for other impacted employees, in addition to examining their Ukrainian workforce and employees on assignment in Ukraine. The most critical circumstances to review include:

- Assignees in Ukraine
- Assignees in Belarus
- Assignees in Russia

- Ukrainians on assignment
- Belarusians on assignment
- Russians on assignment

- Impacted offices and Ukrainian employees in Ukraine
- Impacted offices and Belarusian employees in Belarus
- Impacted offices and Russian employees in Russia

Governments are quickly updating and installing immigration measures in reaction to the Ukrainian developments. This includes, but is not limited to, potential refugee status options for Ukrainians, visa suspensions for Russians and Belarusians, consular operation suspensions, and travel and airfare restrictions.

Because this is an evolving situation, we recommend that you reach out to your Aires representative to discuss your organization's best travel, immigration, and relocation options in response to ongoing developments.

Your employees' safety, well-being, and specific needs should be addressed on a case-by-case basis. We have developed a short questionnaire that can be used to obtain critical information from impacted employees to identify their needs and work toward short-term and long-term solutions. Additionally, Aires is happy to provide its clients with high-level best recommendations on short-term and long-term destination options for any of the impacted categories outlined above.

Please also visit our [Russia/Ukraine Conflict Resource page](#) for continuously updated information as it becomes available.

For further information or questions, please reach out to your Aires representative.

Thank you,

Aires