

# Market Standards Coverage: Employment Agreements

The Market Standards - Employment Agreements database covers a wide selection of publicly filed new and restated U.S. executive employment agreements and employment letters, dating from 2017 to the present. One thousand agreements are selected for inclusion each year, including every agreement filed by issuers having a market cap exceeding \$10 billion and others selected to provide representation across issuer market cap level, position, industry, and governing law. The database currently includes over 5,200 employment agreements and 75 searchable data points as shown below.

AGREEMENT INFORMATION
New or Renewal Agreement
Letter Agreement
Filing Date
Execution Date
Executive Counsel (Firm)
Executive Counsel (Attorney)
Employer Outside Counsel (Firm)
Employer Outside Counsel (Attorney)
SEC Form Filing
ISSUER INFORMATION
Issuer
Industry
Market Cap
Revenue
Stock Exchange
Index
BASIC TERMS
Employer
Executive

Position
Principal Place of Employment
Reports To
Employment Period

Length of Term/Initial Term (Years)

Length of Renewal Period (Years)

**BASE SALARY AND INCENTIVE COMPENSATION**

Annual Base Salary

Salary Adjustment Terms

Annual Bonus Terms

Annual Bonus Target (% of Base Salary)

Sign-On/Retention Bonus Provision

Sign-On/Retention Cash Bonus Amount

Sign-On/Retention Bonus Equity Award Value

Equity Award Provision

Specified Equity Award Terms

Long-Term Incentive Cash Bonus Provision

Clawback Provision

**BENEFITS AND PERQUISITES**

Vacation/PTO (Days)

Executive Benefits and Perquisites

Special Indemnification Terms

Section 409A Gross-Up

**TERMINATION AND SEVERANCE**

For Cause Definition Triggers

Severance Provisions

Good Reason Provision
Good Reason Definition Triggers
Exceptions to Good Reason Triggers
Relocation Good Reason Trigger Distance (Miles)
Same Severance for Without-Cause and Good-Reason Termination
Main Severance Formula Elements
Bonus-Related Severance Terms
Salary-Based Severance Amount (Months of Base Salary)
Fixed-Dollar Severance Amount
Other Severance Benefits
Severance Payment Timing
Length of Installments Period (Months)
Severance Mitigation or Offset Clause
Section 409A Six-Month Delay
Severance for Nonrenewal of Term
Disability Termination Benefit
Death Termination Benefit
Severance Conditioned on General Release
<b>CHANGE-IN-CONTROL TERMS</b>
CIC Benefits Provision
CIC Benefits
CIC Benefits Trigger Type
CIC Protected Period Type
Pre-CIC Protected Period (Months)
Post-CIC Protected Period (Months)
Section 280G Clause
<b>POST-EMPLOYMENT RESTRICTIVE COVENANTS</b>

Restrictive Covenant Clauses
Noncompete Period (Months)
Noncompete Scope
Employee Nonsolicit Period (Months)
Client/Customer Nonsolicit Period (Months)
Client/Customer Nonsolicit Scope
<b>DISPUTE RESOLUTION</b>
Governing Law
Arbitration Clause
Venue/Forum Clause
Enforcement Cost Indemnification Clause

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