

# International HR – Offer Letters and Employment Contracts

When a U.S. company decides to hire an employee in another country, the question of whether to send the applicant an offer letter inevitably arises, writes [Samina Weil](#) in the Fisher Phillips [Cross Border Employer Blog](#).

“Sending an offer letter prior to the final contract is normal practice in the US. But this is not the case in other jurisdictions, and for good reason,” she explains.

She describes how some U.S. employment practices differ from those in foreign jurisdictions and how to approach the problems those differences can cause.

“Do not be tempted to send an offer letter (or seek legal advice before doing so), but have a contract drawn up for the position for which you are hiring and personalize it to the individual you want to hire,” she warns.

[Read the article.](#)