

## List of Possible Job Offer Salary, Benefits, Compensation & Perks

### Standard Benefits

#### 1. Salary

- If not up to desired level, you can:
  - Ask for a higher salary justifying it with salary research for your industry and area
    - If they won't give a higher salary, you can:
      - Ask for a salary review at 3 or 6 months to see if your contribution warrants the higher salary
      - Ask for a higher bonus to make up for some or all of the salary
      - Ask for a signing bonus or higher signing bonus, which will lift your compensation for the coming year (and you can ask for a raise the following year)
      - Ask for extra vacation time
      - Ask for other perks
- Ask how raises are determined (e.g., performance, department performance, company performance, set amount)
  - What was the average percentage over the last 5 years?
  - What is the range?
  - Cost of living % increase
- Ask how often they give raises

#### 2. Job Title (a higher or the right functional title may mean more money within or outside the company in the long run)

#### 3. Medical Insurance

- Available plans (PPO, HMO)
  - Details of the plans are
  - Cost to you (for you and your dependents)?
  - HSA Plan (tax protected funds for medical expenses)?

#### 4. Dental Insurance

- Cost to you?

#### 5. Life Insurance



## Executive Coaching, Career Coaching, Training & Consulting

(562)434-7822 ~ [Donna@GlacierPointSolutions.com](mailto:Donna@GlacierPointSolutions.com) ~ [www.GlacierPointSolutions.com](http://www.GlacierPointSolutions.com)

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### 6. Disability Insurance

### 7. 401k

- Matching funds?
- Vesting schedule?

### 8. Vacation - 2-5 Weeks

- Ask for additional week of vacation beyond the standard
- Ask for vacation on the books at start of employment
- Ask for immediate accrual of vacation

### 9. Sick days or Paid Time Off (PTO)

- Able to carryover year to year or not?

## Additional Benefits

### 2. Retirement Benefits

### 3. Vision Insurance

### 4. Bonuses

- Performance Bonuses
- Annual Bonuses
- Signing Bonus - 10-30% commiserate with level of position

### 5. Stock

- Number of shares
  - Number in existence (percentage)
  - Vesting schedule
  - Number of options available
    - Estimated worth
    - Option price



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6. Relocation (this compensation is taxable)
  - Cost of moving possessions
  - Temporary housing
    - Meal costs
  - Travel costs
  - Home sale costs
  - Closing costs on new home
7. Education & Professional Development
  - Tuition reimbursement (companies vary greatly on their plans)
    - College course (applicable to the job) reimbursement
    - Any college course reimbursement
    - Undergraduate degree reimbursement
    - Graduate degree reimbursement
    - Post-graduate studies reimbursement
  - Professional certifications
  - Conferences
  - Seminars
  - Trade shows
8. Executive Coaching
9. Career Coaching
10. Life Coaching

### Other Perks

11. Private office
12. Shared Assistant
13. Flex time
14. Early stop time on certain days



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### 15. Work from home, some days or full schedule

- In addition, equipping Home Office
  - Pay for high speed internet access
  - Pay for land phone line
  - Furniture

### 16. Laptop

### 17. Cell phone

### 18. Company Car

### 19. Transportation to and from work

- Reimbursement of to/from work travel expenses (e.g., mileage, toll roads, fast trak pass, and/or car payment)
- Reimbursement for parking

### 20. Discounts on company products

### 21. Company Travel Benefits

- How much travel
- First or Business Class Flights (over a certain length flight)
- Per diem rate
- Ability to keep hotel and airline mileage
- Airport Executive Lounge Membership

### 22. Gym membership

### 23. Weekly catered lunches

### 24. Onsite daycare

### 25. Help with paying off student loans

### 26. Dry cleaning

### 27. Concierge services

### 28. Sabbatical Every 7 Years

### 29. Culture -- fun place to work



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30. Short Commute

### The Job Itself

- 31. Responsibilities
- 32. Skills will you learn
- 33. Strength of team or boss you will learn from
- 34. Opportunities for growth
- 35. Career path
- 36. Mentorship

### Parachutes (Benefits if Laid Off [Not Fired] Within a Certain Amount of Time)

- 37. Salary/severance pay (e.g., 3 months, 6 months, a year of pay or number of weeks per year of service)
- 38. Accelerated vesting of Stock Options

### Top Executive Benefits

- 39. Corner and/or Windowed Office
- 40. Office decoration fund
- 41. Personal Assistant
- 42. Personalized parking slot
- 43. Unlimited vacation
- 44. Country club membership
- 45. Dry cleaning
- 46. Key to the executive washroom

### UNUSUAL PERKS – FOR FUN & INSPIRATION

[Google](#)



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- Razr scooters

### Cliff Bar

- Loaner bikes
- Boulder climbing wall
- Fund for entry costs for races, events, and competitions
- A dog-friendly office
- On-site car wash, haircuts, laundry, and dry cleaning
- Alternative Transportation Rewards (for riding your bike or walking to work)

### Asana

- Organic home-cooked meals and in-house yoga

### Burton

- Free season pass on the sky slopes

### **2HB (Systems & Software Engineering)**

- Mani/pedi Budget

### **Netflix, Spotify, Pinterest**

- Extended Parental Leave

### **REI**

- 2 Paid Leave Days for outdoor activities

### **SalesForce**

- Paid volunteer time

### **Airbnb**

- Airbnbs travel fund

### **Twilio**

- A Kindle and \$30 and a month for Kindle Books

### **Walt Disney Co.**

- Free admission to Walt Disney Parks