

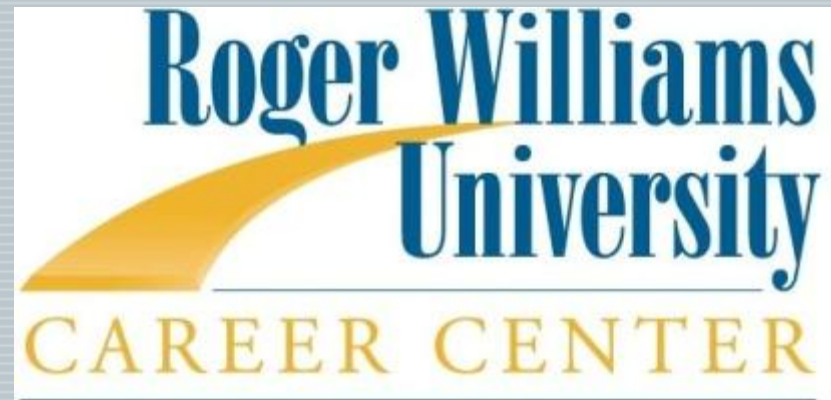
The Bottom Line is NOT the Bottom Line



Salary, Benefits and Paid Time Off

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Which Job Would You Choose?



Job A

- ◆ \$37,000/year
- ◆ Exempt
- ◆ Full time, no paid overtime
- ◆ Employer pays half of the cost of health insurance
- ◆ Tuition for up to two courses/semester
- ◆ 15 vacation days/year

Job B

- ◆ \$34,500/year
- ◆ Non-exempt
- ◆ Full time, overtime paid at 1.5 times hourly rate
- ◆ Employer pays 80% of the cost of health insurance
- ◆ Tuition for up to \$5000.00 per year
- ◆ 10 vacation days/year

Health Insurance

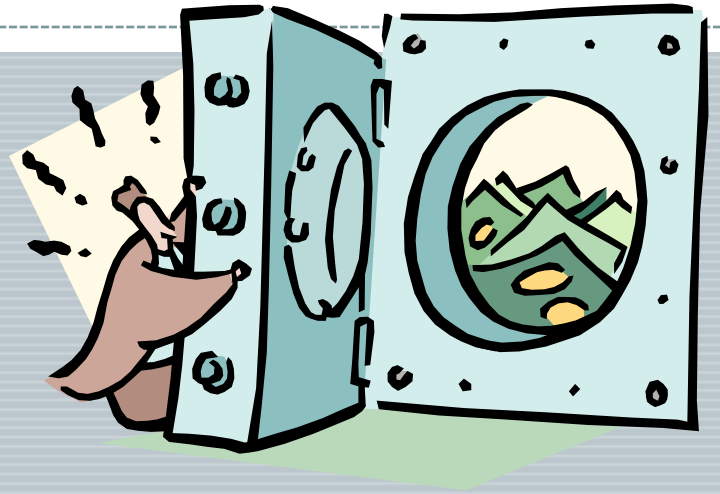


- What are your “out of pocket” costs
- Consider the coverage and benefits, like preventative care, office visits, prescription coverage
- Dental and Optical insurance is a plus
- Are your doctors part of the network

Pay / Salary



- Salary vs. Hourly
- Exempt vs. Non-exempt
- Bonus eligible
- Profit sharing/stocks
- Work week



“What are your salary requirements?”

Monthly Expenses “Sally”

• Rent:	\$1,000
• Car:	\$500
• Food:	\$600
• Fun:	\$500
TOTAL	\$2600

Monthly Expenses “Larry”

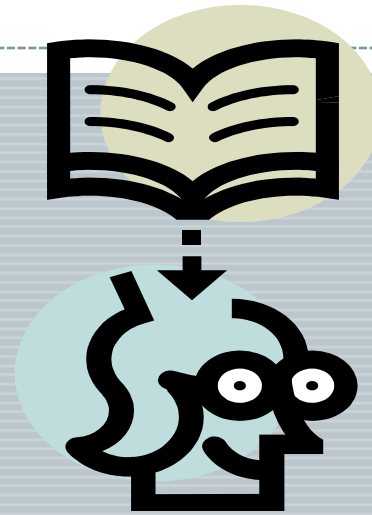
• Rent:	\$500
• Car:	\$200
• Food:	\$150
• Fun:	\$400
TOTAL	\$1250



How to answer the question...

RESEARCH!!

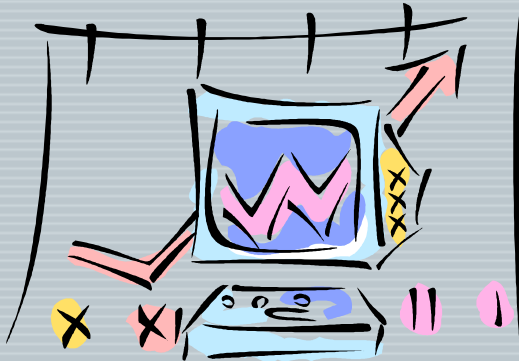
- Know the job title
- Know the company
- Know the geography
- Know the competition
- Determine the salary range
- Determine where you should fall within that range



THAT is your answer

It has nothing to do with your expenses!

Salary Research on the Web



- SalaryNegotiations.com -- Take the salary negotiation quiz and see if you know enough about negotiating.
- Payscale.com -- Basic report is free, while more detailed reports are fee-based.
- Salary.com -- Vast collection of salary reports on virtually every occupation. Free.
- SalaryExpert.com -- a comprehensive salary site offering salaries, benefits, and cost-of-living information for 30,000 positions in more than 45,000 locations. Free.

Salary Research



- Research salary ranges before you begin the interviewing process.
- Contact the professional association which represents your career field for salary information.
- Keep in mind that your paycheck after taxes is approximately 28% less than your gross monthly salary.
- The first inquiry about salary may come in the form of an application. When completing application forms, be sure to use "open," "negotiable" or "competitive."
- If possible, avoid stating a specific figure.

Salary Conversation

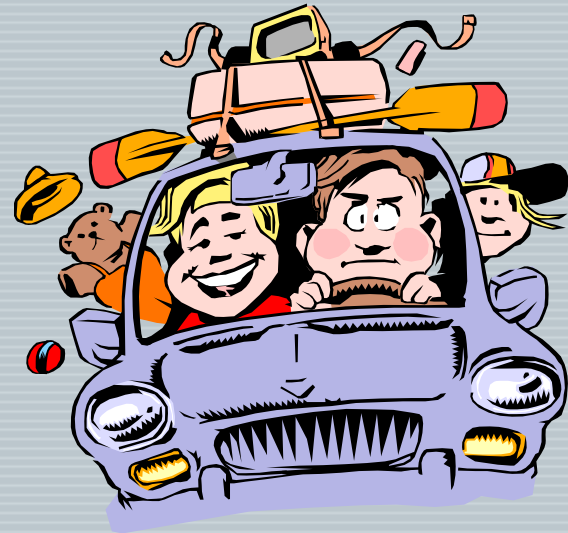


- When an interviewer asks for salary history or salary range, he/she is interested in establishing a starting point for negotiation. The important thing is to avoid basing your desired salary on your current salary or your expenses.
- When stating a salary range, it is acceptable to extend the range to approximately \$5,000. This shows that you are within the employer's price range but interested in somewhat more.

Time Off



- Vacation: How much, how does it accrue, use it or lose it
- Sick Time: How much, how can you take it
- Flextime
- Other time



Retirement



- It's never too soon to start
- What is the employer contribution?
- When are you vested?
- Is there a waiting period to join the plan?
- Loan options



Tuition Reimbursement



- Dollar amount or per course amount
- Specific grade required
- Reimbursement or no out-of-pocket expense
- Work related or unrestricted subjects
- Waiting period

Values



- Mission of the organization and you
- Your co-workers
- Respect from the organization

What does this all mean to you?



- Subjective
- Growth potential in position and company
- Opportunities to gain skills, knowledge and experience
- Culture/Co-workers
- Reputation
- Job Security
- Location: Commute
- Everything has a price



