

- Health, dental and vision insurance *
- Health Savings Account company contribution
- Life and disability insurance
- Adoption benefits
- Retirement plan contributions
- Reimbursement of COBRA payments until employer benefits begin
- Pay special attention to the medical plans(s) offered and the benefit cost per pay check, deductibles and out-ofpocket maximums.
- Tuition reimbursement
- Student loan assistance
- Professional development funding
- Subscriptions to professional journals
- Payment for professional certifications
- Flexible hours
- Amount of vacation or paid time off
- Holidays
- Community service days
- Work from home options
- Paid maternity or paternity leave
- Paid or unpaid sabbatical leave

Salary Isn't Everything

Benefits and Perks To Consider When Evaluating A Job Offer

When you a considering a job offer, you need to look beyond just the salary being offered. You need to look at the total compensation. Total compensation includes: bonuses, commissions, any benefits paid for either in full or partially by the employer and various other benefits and perks.

The latest statistics from the US Bureau of Labor Statistics shows that <u>on average</u> salary makes up 70% of an employees total compensation and all other benefits make up 30%. This means that if you are offered a salary of \$50,000, your total compensation is actually approximately \$65,000. There may also be non-monetary perks to consider.

Remember, just like you can negotiate the salary you are being offered, you may be able to negotiate some benefits and non-monetary perks. Those items in red usually can be negotiable.

- Signing bonus
- Relocation
- Stock restricted/options
- Annual bonus
- A better title
- Guaranteed severance pay
- Company car



- Gym memberships/contributions
- On-site gym
- Free fitness/wellness classes
- Charitable contribution matching
- On-site childcare
- Child-care subsidy
- Eldercare benefits
- Paid parking or transportation reimbursement
- A work cell phone and work laptop





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