



Benefits and Perks to Consider When Evaluating a Job Offer

A decorative graphic element consisting of a grid of squares, each divided into two triangles by a diagonal line. The triangles are colored in a repeating pattern of dark blue and light gray.

When you are 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 show that on average salary makes up 70% of an employee's 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 shown in red on the next page usually can be negotiable, depending on the employer.



- Health, dental and vision insurance *
- Health Savings Account company contribution
- Life and disability insurance
- Adoption benefits
- Retirement plan contribution
- 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-of-pocket maximums.*

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

- Tuition reimbursement
- Student loan assistance
- Professional development funding
- Subscriptions to professional journals
- Payment for professional certifications

- 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

- 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

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We've got you covered, no matter where you are in your career journey.**

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