

The Compensation Check-List

Taken from Guerilla Marketing for Job Hunters: 400 Tips, Tricks and Tactics to Land your Dream Job – Perry/Levinson, New York, Wiley: 2005

Compensation checklist	Management	Executive	Current	New Offer
Monetary [x=yes]				
Base salary	x	x		
Annual Bonus	x	x		
Equity	-	x		
Stock options	Negotiable	x		
Commissions	Depends	Depends		
Profit sharing	-	x		

Subtotal

Incentives				
Retirement benefits	x	x		
Deferred compensation		x		
Financial planning assistance		x		
Income Splitting		x		
Signing bonus	Occasionally	x		

Subtotal

Benefits				
Bridge the healthcare plan*	Negotiable	x		
Cafeteria plan	Negotiable	X		
Paid vacation	x	x		
Automobile allowance	Negotiable	x		
Medical	x	x		
Dental	x	x		
Life	x	x		
Disability	x	x		
Travel	x	x		

Subtotal

Perks				
Paid parking	x	x		
Professional dues	x	x		
Onsite daycare	x	x		
Home office	x	x		
High-speed internet	x	x		
Technology tools	x	x		
Continuing Education	Negotiable	x		
Tuition forgiveness**	Negotiable	x		
Wellness programs	Negotiable	x		
Training days	Negotiable	x		
Club memberships	Negotiable	x		
Travel consideration	Negotiable	x		
Sabbaticals	Negotiable	x		
Flex-Time (Flexible Work Hours)	Rarely	Negotiable		

Subtotal

Relocation assistance				
Moving expenses	Negotiable	x		
Realtor fees	Negotiable	x		
House-hunting trips	Negotiable	x		
Short term housing	Negotiable	x		
Short term living allowance	Negotiable	x		
Bridge loan	Negotiable	x		
Low interest loan		x		
Forgivable loan		x		
Company purchase of home	Negotiable	x		
Spousal career assistance	Negotiable	x		

Subtotal

Severance				
Lump sum severance	Negotiable	x		
Insurance continuation	Negotiable	x		
Outplacement	Negotiable	x		
Relocation assistance		x		

Subtotal