

## What Benefits Are You Willing to Negotiate For? Compensation Package – Defining the Ideal Job

What is your absolute lowest acceptable yearly salary? \_\_\_\_\_

What benefits and perks are you willing to negotiate for? Rate your desire for the following.  
Determine if they are worth your negotiation efforts.

Income:	Must Have	Nice To Have	Can Live Without
★ Commissions			
★ Performance Bonuses			
★ Signing Bonuses			
★ Yearly Bonuses			

### Financial Support:

★ Assistance With Loan Repayment			
★ Corporate Credit Cards			
★ Corporate Product Discount			
★ Cost Of Living Increases			
★ Deferred Compensation			
★ Expense Account			
★ Financial Planning			
★ Legal Assistance			
★ Low Interest/Short Term Loans			
★ Moving Expenses			
★ Profit Sharing			
★ Relocation Assistance			
★ Retirement Plan			
★ Retirement Planning			
★ Stock Options, Investment Plans			
★ Tax Preparation Assistance			
★ Temporary Living Expenses			

### Transportation:

★ Car Mileage Reimbursement			
★ Car Payment Deduction			
★ Commuting Expense			
★ Company Car			
★ Frequent Flyer Club			
★ Frequent Flyer Miles			
★ Parking Expense			

### Career Advancement:

★ Cross Training			
★ More Frequent Appraisals			
★ Outplacement Assistance			
★ Severance Packages			
★			

### Insurance & Health:

★ 3 Months Of Insurance With Job Loss			
★ Disability/Income Maintenance			

**Insurance & Health Continued:****Must  
Have****Nice To  
Have****Can Live  
Without**

★ Employee Assistance Programs			
★ Life Insurance			
★ Long Term Care			
★ Maternity			
★ Medical/Dental/Optical			
★ Mental Health			
★ Physical Exams			

**Educational:**

★ Children Scholarships			
★ Family Tuition Reimbursement			
★ On-The-Job Training			
★ Personal Tuition Reimbursement			
★ Seminars & Conferences			
★ Subscriptions			

**Life/Work Balance:**

★ Child Care			
★ Flex-Time			
★ Spousal/Family Travel			
★ Time Off For Military Commitments			
★ Work From Home/Telecommute			

**Equipment Support:**

★ Internet/On-Line Service			
★ Laptop or PC			
★ Software Reimbursement			
★ Tools, Machines, Equipment			

**Vacation & Holidays & Time Off:**

★ # Of Personal Days			
★ Company Recreation Facilities			
★ Compensation For Unused Time			
★ Family Leave			
★ Length Of Vacation			
★ Maternity/Paternity Leave			
★ When You Can Take A Vacation			

**Job Duties & Responsibilities:**

★ Amount/Frequency of Overtime			
★ Amount/Frequency Of Travel			
★ Increased Responsibility			
★ More Contact With Decision Makers			

**Memberships/Dues:**

★ Family Membership			
★ Health Clubs / Country Clubs			
★ Professional Association			