SALARY CHECKLIST

Not all of the compensation elements below apply to your situation but it does show there is some wiggle room in terms of negotiating additional value to a salary, e.g. tuition reimbursement may be of help.

- Base Salary

- Signing Bonus

- Annual/quarterly structured bonuses or variable payment plans (profit sharing, stock options, short term cash incentives, etc.)

- Frequency of reviews (annual/biannual)

- Health Care Insurance & Health/Wellness

- Retirement/Termination Pay (includes Pension plans & Severance plans)

- Education/Tuition Reimbursement

- Sick Days and/or Salary Replacement Benefits (payments during times of inability to work)

- Vacation

- Relocation Assistance

- Flexible work schedules/hours/time off

- Company discount/Group buying plans

- Overtime

- Auto or mileage reimbursement