
Negotiable Items

The following is a list of many types of direct and indirect compensation in addition to the base salary. Not every job will provide these forms of compensation.

Air Travel

-First class, VIP Lounge, Spousal travel

Accelerated Reviews

-Performance review with an opportunity for a raise before annual review

Automobile/Auto Expense

-Company car, allowance in lieu of a car, reimbursement for mileage, parking, etc.

Bonuses

Cafeteria or Executive Dining Room

Club Memberships

-Country clubs, athletic clubs

Commissions

-Money paid based on percentage of sales

Company Product Discount Programs

Corporate Credit Cards

Education Assistance

-Work related only, other limitations, scholarships for children

Employee Assistance Programs

-Employee, family

Employment Contracts

Expense Accounts

Holidays

-Number per year, "personal" holidays

Insurance

Negotiable Items (Continued)

Management Development

-Employer will train you in management skills

Matching Investment Programs

Mobile Phone

Office/Desk Location

Outplacement Assistance

-If you are laid-off, employer will help you through transition

Physical Examinations

Professional Assistance

-Financial planning, legal assistance, tax counseling, pre-retirement counseling

Professional/Trade Associations

-Dues, costs of participating in functions, conferences

Relocation Assistance

-Moving expenses, broker's fees and closing costs, house hunting trips, temporary living expenses, mortgage rate differential, third party home purchase service, mortgage prepayment penalty, tax considerations

Short-Term Loans

-Interest free or discounted loans

Signing Bonus

-Generally for upper management, will receive a bonus when signing a work contract

Stock Options

Subscriptions

Vacation

-Schedule, compensation for unused time