



Details of Compensation

Let's talk through where you are currently financially, and where you feel you'd want to be when making a move (knowing that there is more that contributes to your decision than purely financial). As you know, there's much more than just base salary that makes up how someone is remunerated, so let's break down each of those pieces.

COMPENSATION

CURRENT BASE SALARY:		LAST RAISE (AMOUNT/DATE)		NEXT RAISE (AMOUNT/DATE)	
LAST BONUS (AMOUNT/DATE)		NEXT BONUS (AMOUNT/DATE)		IS THAT BONUS GUARANTEED?	
HOW IS BONUS CALCULATED?			LAST YEAR W2:		
CURRENT COMMISSION RATE:			HOW IS COMM. CALCULATED?		
How long have you been at that commission rate?		When is next comm. breakpoint?			

ADDITIONAL COMPENSATION/BENEFITS

VEHICLE ALLOWANCE:		VEHICLE INSURANCE:		GAS, PARKING, MILEAGE, TOLL:	
EXPENSE ACCOUNT:			INCENTIVE TRIPS:		
CELL PHONE/LAPTOP:			GYM/DAY CARE:		
CONTINUING EDUCATION?			PENALTY FOR LEAVING?		
PTO DAYS? ACCRUE OR LOSE?			VACATION DAYS? ACCRUE OR LOSE?		

RETIREMENT AND EQUITY

RETIREMENT PLANS:		VESTING PERIOD:		% MATCH FOR 401K:	
LOANS AGAINST 401K:			AMOUNT IN THE ACCOUNT:		
OWNERSHIP OF STOCK OPTIONS/GRANTS:			PRICE AT ISSUE/PRICE PER SHARE TODAY:		
ANY UNVESTED OPTIONS?			RAMIFICATIONS OF LEAVING:		
PENALTY FOR EARLY RESIGNATION?			PROFIT SHARING?		
COMPANY PROFIT MARGIN:			WHAT % OF NET IS DISTRIBUTED?		

HEALTHCARE**HEALTHCARE – COST PER
MONTH AND WHO IS COVERED:****DENTAL – COST
AND WHO:****VISION – COST PER MONTH AND
WHO IS COVERED:****FLEX SPENDING
ACCOUNT?**