

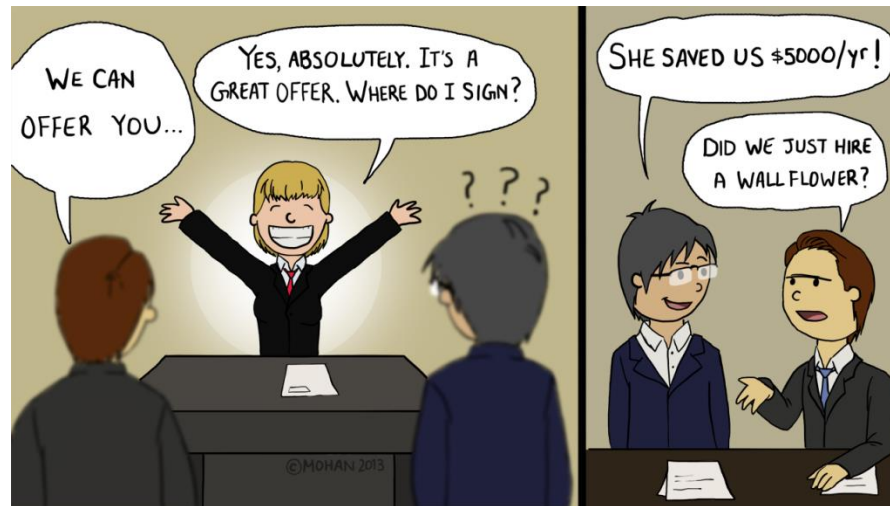


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Negotiating Salary & Benefits

Negotiating Your Salary & Benefits



- Negotiation is an art and a science.
- Rather than accepting immediately, take a day to understand the offer.
- Research online salary information and benefit packages for similar positions in the state and with that company.

Preparation for Negotiation

They Want You! Will They Meet Your Needs?

- Assess your personal and professional needs.
- Do your prep work: research salaries online for the company or similar positions in the state, as well as benefits packages and time off.
- You are not only expressing that you are a valuable asset, but you are also able to negotiate on behalf of the company.
- You won't get more if you don't ask.
- Have more than one opportunity going, and be prepared to say, "No, thank you".



What Should I Ask?

Recommended Questions to ask:

1. Thank you — Is this a firm job offer?
2. Is this negotiable?
3. Is this base only?
4. When would you like an answer?
5. Will I get the offer in writing?
6. Will there be a sign-on bonus?
7. What is the start date?
8. How and when will I be evaluated, and will there be an increase on the basis of that evaluation?
9. Regarding benefits, please provide the details—When do they start?





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