

Everything is Negotiable

Basic Compensation

- Base Salary
- Sign-on Bonus

Incentive Compensation

- Performance bonus (discretionary vs. set)
- Sales commission / incentive plans
- Stock options
- Matching investment programs
- Deferred Compensation
- Profit sharing
- Frequency of reviews/raises
- Amount of raises
- Benefits including vacation
- Transportation costs

Perquisites (Perk's)

- Expense accounts
- Company car
- Memberships
- First-class hotels or air travel
- Paid travel for spouse
- Private secretaries
- Employee discounts
- Financial-planning assistance
- CPA and Tax Assistance
- Tuition Assistance
- Continuing and Professional Education
- Conventions
- Furlough trips for Overseas Assignments

Relocation Expenses

- Moving
- Housing allowance
- Real estate brokerage fees, closing costs, bridge loan
- Home buying trips
- Lodging while between Homes
- Company purchase of your Home
- Discounted loans/mortgages
- Temporary Housing
- Outplacement Assistance for Spouse

Related to Severance

- Severance Pay and Outplacement
- Consulting Fees After Termination
- Insurance Benefits After Termination