

# SERVING THOSE WHO SERVED

Career Resources for Student Veterans

PUTTING THE PUZZLE TOGETHER

# EVALUATING OFFERS

## Needs and Priorities

Make sure to consider the offer as a whole, not just the salary they offered. Start by knowing your goals, needs, and priorities.

**COMPENSATION:** How much do you need to maintain your lifestyle and financial commitments?

**BENEFITS:** What is included? How much will it cost you? How much is your employer contributing?

**HEALTH INSURANCE:** What does the coverage look like? Are dental and vision included?

**FLEXTIME:** Does the company have flexibility with schedules, working from home, etc.?

**RETIREMENT:** What kind of retirement plans does the employer offer? Are you vested from day 1?

**TIME OFF:** What are the leave policies? (personal leave, sick time, maternity/paternity/ family leave, etc.)

**PROFESSIONAL DEVELOPMENT:** How does the company help employees continue learning?

**OTHER FINANCIAL PERKS:** Do they offer relocation funds, signing bonuses, a company cell phone, etc.?

**THE POSITION/ COMPANY:** What other opportunities might this lead to in the future?

AND MORE!

## Comparing Offers

When comparing offers, it can be helpful to see what each opportunity provides side by side.

Factor for Consideration	Importance	Option 1	Option 2

Career and Professional Development

870 Washington Street SW | Blacksburg, VA 24061

career.vt.edu | 540-231-6241



# SERVING THOSE WHO SERVED

Career Resources for Student Veterans

KNOW YOUR WORTH

# SALARY NEGOTIATION

## Do Your Research

Research average salary for someone of your experience in that position in that area.

<https://www.salary.com>

<https://www.payscale.com/>

<https://www.glassdoor.com>

Evaluate cost of living for your new location (<http://money.cnn.com/calculator/pf/cost-of-living/>)

Calculate your take home pay (<https://www.paycheckcity.com/calculator/salary/>) \*don't forget cost of benefits!

Set up a budget- know how far your pay check will take you

## Create Talking Points

How do your skills and experience relate to this position? \*don't forget your military experience!

What makes you different than other candidates?

Determine your goal salary and determine a salary range acceptable to you based on research.

\*Goal salary is the bottom of your range.



Be able to clearly and succinctly articulate your research and value.

## Having the Conversation

Initiate the conversation BEFORE your deadline to respond to an offer.

Ask questions- seek to understand how they arrived at their number.

Remember, it's a conversation. Seek to advocate for yourself while still listening to their views.

Don't forget to negotiate benefits (signing bonus, moving expenses, working from home occasionally, etc.)



Always get the final agreement in writing before you accept the offer!

### Career and Professional Development

870 Washington Street SW | Blacksburg, VA 24061

[career.vt.edu](http://career.vt.edu) | 540-231-6241

