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.

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<tr>
<th>Factor for Consideration</th>
<th>Importance</th>
<th>Option 1</th>
<th>Option 2</th>
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Career and Professional Development
870 Washington Street SW | Blacksburg, VA 24061
career.vt.edu | 540-231-6241
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KNOW YOUR WORTH
SALARY NEGOTIATION

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

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