Negotiating Salary
• Evaluating & negotiating your offer

• ECS resources & services
The question: Would you want to do this day after day?

- Do you have a good understanding of the job responsibilities and how you’ll be spending your time?
- Did you like the people you met? Can you see yourself working with them?
- Would the job be challenging and rewarding?
- Is this a good fit for your skills and interests?
- Does this fit with your long-term goals?
- What is the potential for advancement?
What is compensation?
• Salary
• Performance bonus
• Signing bonus
• Relocation assistance
• Stock options
• Visa sponsorship
• Other perks
#1: Do your research and know your value

Career Services Salary Survey, NACE [www.naceweb.org](http://www.naceweb.org), [www.salary.com](http://www.salary.com)
#2: Never negotiate unless you are willing to commit to the position
#3: Negotiate based on evidence and facts, not personal needs
#4: Negotiate by phone or in person, NEVER over e-mail
#5: Allow them to bring up initial offer. Then ask questions regarding their offer.
#6: Negotiate base salary
#7: Carefully select your words
#8: If you have multiple offers, never mention specific offers.

Focus on offers in the same industry or job function.
#9: Start the process at least 3-4 days before the offer deadline
#10: NEVER renege on an accepted offer
BIG Tech vs Start-up

**Approach**
- **Basically the same**
  - Over the phone
  - Understand worth
  - Ask, don’t demand
  - Have them explain it

**Expectation**
- **Salary Differences**
  - Cost of Living
  - What can Co. afford

- **Time Frame**
  - Later in year
  - More personal
Resources & services:
• Workshops & seminars
• Job search strategies
• Career resource center
• Online resources & databases
• Career Profiles
• Employer contacts
• Career fairs
• Co-ops & internships

Customized services:
• Career counseling
• Resume & cover letter reviews
• Mock interviews
• Job offer negotiation and evaluation
Schedule an appointment:
3270 DCL, 8 a.m. – 5 p.m.
Monday – Friday
(217) 333-1960

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