

Here's a fairly comprehensive list of the many forms of compensation available.

Basic Compensation

- Base salary
- Deferred compensation (e.g. 401(k), SEP-IRA, pension plan)
- Incentive compensation (short and long term)
 - Performance bonus
 - Sales commissions
 - Incentive plans
 - Shares of stock
 - Stock options
- Matching investment programs
- Medical insurance
- Profit sharing
- Signing bonus
- Timing of your first review
- Flexible work schedule

Perquisites (Perks)

- Accidental death insurance/benefits
- Child/elder care allowance/coverage
- Commuting cost assistance/reimbursement
- Company car or gas allowance
- "Comp" time in exchange for overtime
- Continuing professional education
- Conventions or conferences – paid attendance plus expenses
- Dental/vision insurance
- Disability insurance (long- and/or short-term)
- Employee discounts
- Executive dining room privileges
- Executive office
- Expense account
- Extra sick/personal days
- Extra vacation days or weeks
- Financial planning assistance
- First-class hotels or air travel

- Free access to subscription databases
- Free fitness classes/gym facilities
- Free personal health care (e.g. massages, hair)
- Free meals and snacks
- Free rides to and from work
- Free software/hardware/equipment
- Furlough trips for overseas assignments
- Lower contribution (or lower deductible) for medical coverage
- Maternity/Paternity Leave
- Memberships
 - Athletic club
 - Country club
 - Professional associations
- Paid travel for spouse
- Parking assistance/reimbursement
- Personal use of frequent-flyer awards
- Pets allowed at work
- Private assistant/secretary
- Tax assistance
- Tuition assistance/reimbursement
- Vacation time based on years experience vs. time at the company

Relocation Expenses

- Closing costs, bridge loan
- Company purchase of your home
- Discounted loans/mortgages
- Home-buying trips
- Lodging while between homes
- Mortgage prepayment penalty
- Mortgage-rate differential/housing allowance
- Mortgage funds/short-term loans
- Moving expenses
- Outplacement assistance for spouse
- Real estate brokerage fees
- Temporary dual housing
- Trips home during dual housing

Related to Severance

- Consulting fees after termination
- Insurance benefits after termination
- Severance pay and outplacement, including extra weeks/months of severance