



Fringe Benefits

When negotiating compensation it is important to take stock of all the non-salary benefits offered by your current employer and quantify them before making a comparison with a new job offer

If you think your circumstances warrant disclosing your compensation, take into account the following factors when determining your total compensation:

- Equity grants
- Health insurance
- Retirement account contributions matched by current employer
- ESPP
- Paid leave duration
- Tuition reimbursements
- Commuter benefits
- Sabbatical
- Day-care for kids or help with elderly relatives
- Other benefits



The point is if your base salary is USD \$100K, then do not forget to include all other benefits when calculating your total compensation. For instance, some companies would pick up the tab for the cell phone. If your monthly bill is \$70, then you are receiving \$840 per annum as additional income. Similarly, another company paid \$100 per month for gym memberships. Yet another reimbursed up to \$30 daily in Uber costs for office commute. Most

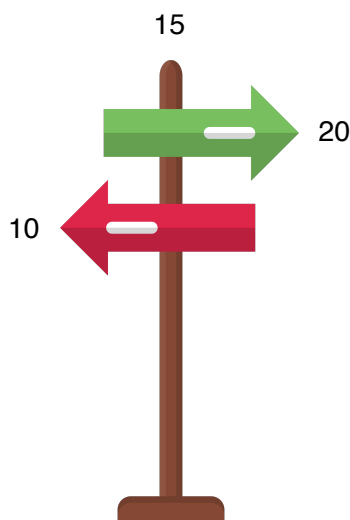
importantly, do not forget the company's 401K match or retirement account contribution. Though these fringe benefits may not seem significant individually, when added up, you could be looking at \$10K to \$20K in additional income per annum.

Once you have determined what your overall income is, round up and work with ballpark figures rather than exact numbers. For instance, if you calculated your net compensation to be \$175K USD, your conversation with the recruiter can go like this:

You: I make in the neighborhood of \$200K.

or

You: I make close to \$200K.

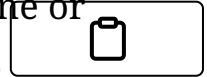


Note the hypothetical you is not untruthful, you are rounding up or deliberately are in the grey area. **We do not recommend making false statements.**

What you are saying is factually correct but not accurate. And the recruiter should not need or ask for exact numbers anyway. By rounding up, you are setting a baseline for the recruiter to make you an offer in that vicinity.

Another trick you can use to work around salary expectation questions is to give a number that you have researched to be at the top end of your market

worth. You may glean this information online or from friends working at similar roles in the company you are interviewing for.



For instance, say you are making \$300K USD, and you know that you will happily take a job that pays you \$400K USD. The conversation with the recruiter can go like this:

Recruiter: How much do you make?

You: Given my current compensation and role, I am targeting \$425K USD in total compensation for my next move. That number would make financial sense for me to move. However, I would be willing to consider offers below that given the kind of work I get to do and the company's culture.

Note, in the above conversation, we side-stepped revealing the current salary. Instead, we let the recruiter know what would be a happy number for the candidate to make the move. Also, the number is significantly higher than what the candidate currently makes. Finally, we insert a disclaimer of sorts, that says between the lines that if my number sounds too high, I will still consider lower offers provided other conditions are met. If the position in reality offers much lower compensation than your stated number X, then the recruiter would likely let you know right then. You may choose to end exploring the opportunity at that point or you may counter the recruiter with something similar as follows:

You: Though not ideal, I would be willing to consider if I like the work that I'll get to do on the team. What is the best I can expect?

At this point, the recruiter would spill the beans and mention the max compensation for the position. If you do not like what you hear, you may politely decline to move forward.

Personally, we have experienced both situations. Once where a candidate simply added \$50K USD to his current compensation and let the recruiter know that he was looking for number X. In another instance, a candidate turned down an on-site invite after the recruiter mentioned the position would pay several thousand dollars less than the candidate's number X.

The only caveat is you cannot disclose your current compensation and then set a number X. For instance if you reveal \$200K as your current, and then at the time of the offer negotiation, you ask for \$325K, you will have a hard time convincing the recruiter why you are suddenly worth \$125K more per year. The recruiter would want you to justify the increase with competing offers, RSU grants or promotions, etc.

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