

Welcome to Corporate, EECS fellows!

Sandy Urazayev and Grand Holmes

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Let's talk about time

- We'll try to shoot to be done within 15-20 minutes. Please save your questions until after the presentation (*remember them or even better – write them down!*)

Disclaimers

- Everyone's circumstances, abilities, and talents are unique and like no-other. I consulted with many friends and coworkers to get a fuller picture
- I do not represent my employer, Microsoft. All thoughts, ideas, products, and intellectual property produced here is solely of my own, does not share views of my employer, and have been produced outside of the company time.
- Please take everything with a healthy grain of skepticism and apply it to your situation. Because as always, at the end of the day, --

You are the only one who knows what's best for you.

Before we start, who am I?

- My name is Sandy Urazayev – graduated KU in May 2022 with major degrees in Computer Science BS, Mathematics BA, and Slavic Languages and Literatures (Russian) BA.
- Over the years, tried myself at a startup, mid-level, co-founded a company (later acquired), national lab, then did research, now working for Microsoft Security as Software Engineer II in AI Research.

The general flow

Talking of getting

- Compensated well,
- Recognized,
- And enjoying work.



Compensation

- It is important to get paid.
- I have always been passionate about not starving.
- A good professional knows their value and advocates for themselves.
- In the Software Engineering world, compensation can get complicated due to all the different ways a company can reward you for a job well done. Let's talk about them.

Compensation, continued

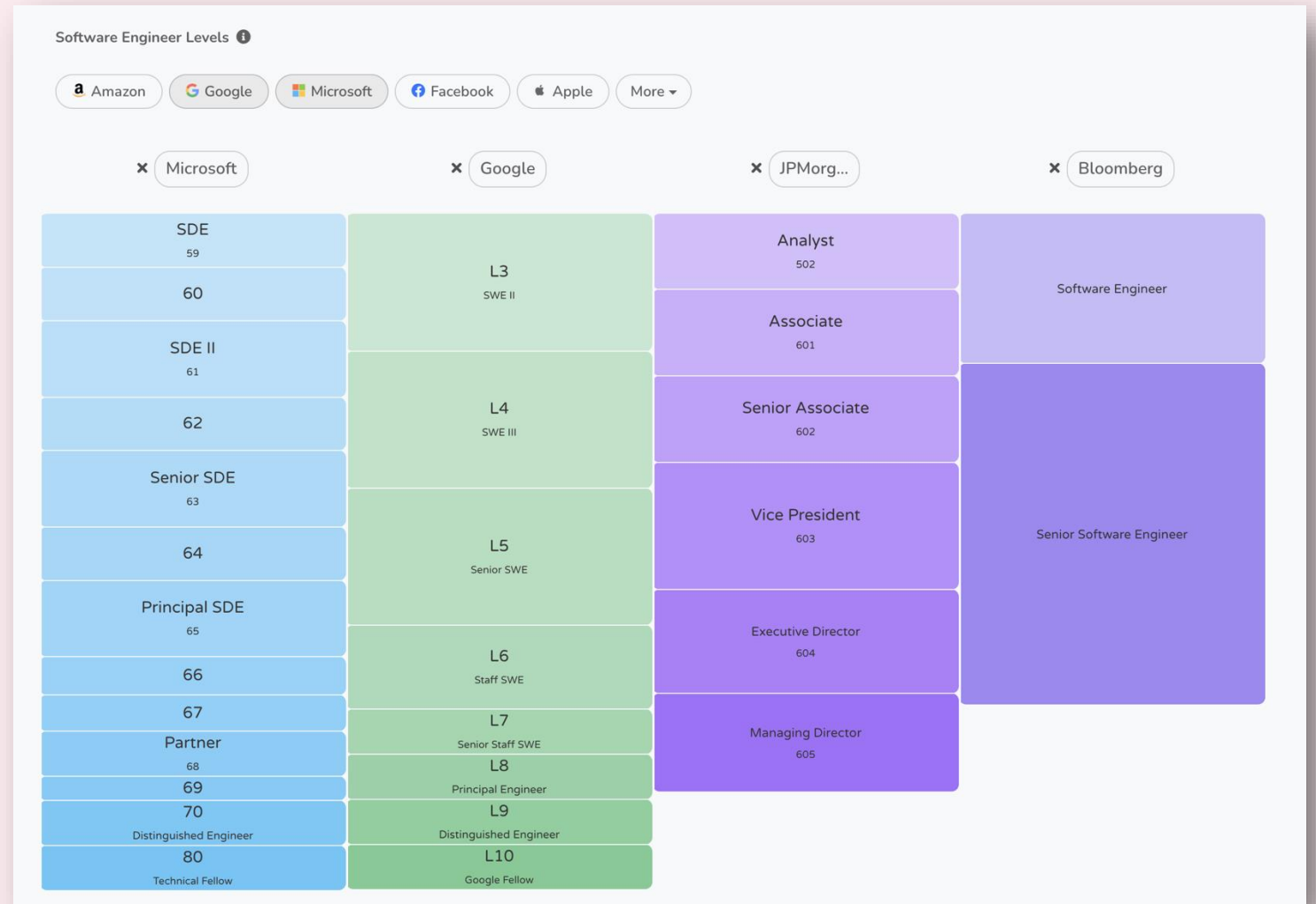
- The big ones are:
 - Cash compensation
 - Restricted Stock Units (RSUs)

Cash compensation

- It's simple, you get paid cash, pay taxes depending on your income bracket, done.
- This one depends on multiple factors:
 - Location (LA and NYC are more expensive than KC or Cedar Rapids).
 - Level (managers get paid more than entry-levels)
 - Special circumstances (not every employee is desired equally)
 - Negotiations
 - Fair market price

Cash compensation, continued

- Check out levels.fyi for reliable data and compensations of tech companies.
- Beware that most of the figures are LA/SF/WA/NY-based.



Cash compensation, continued

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Filter Locations

Google
L3

levels.fyi Total Estimate

\$196,827

Guaranteed offer increase ▶

Salary	Stock (/yr) ?	Bonus
\$145,121	\$40,348	\$11,358

L3 / T3 is the new grad software engineering role at Google

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levels.fyi Total Estimate

\$87,591

Guaranteed offer increase ▶

Salary	Stock (/yr) ?	Bonus
\$86,705	\$0	\$886

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\$ Salary Negotiation

Resume Review

RSUs

- You get issued a certain number of shares that are dispersed to you across multiple years, as an incentive to stay on with the company.
- Say, \$100,000 worth of shares are awarded (100 shares) and every year you are allowed to sell 25 more shares (until the award depletes in 4yrs).
- Technically, you don't "own" them until they "vest."

RSUs, continued

- When vested, they count as income (based on FMV) and get taxed.
- Please hold them for at least a year, because if they vested in September 2023, and you sell them in May 2024 (not a full year), you will pay bigger taxes on them.
- Don't get caught up in the whole tax situation (some people even end up paying double taxes due to incorrect filing), so be sure to read more on your vests and make sure everything looks good during the tax season

RSUs, continued (taxes)

Tax Rates for Short-Term Capital Gains 2024

Filing Status	10%	12%	22%	24%	32%	35%	37%
Single	Up to \$11,600	\$11,600 to \$47,150	\$47,151 to \$100,525	\$100,526 to \$191,950	\$191,951 to \$243,725	\$243,726 to \$609,350	\$609,351 and over
Head of household	Up to \$16,550	\$16,551 to \$63,100	\$63,101 to \$100,500	\$100,501 to \$191,950	\$191,951 to \$243,700	\$243,701 to \$609,350	\$609,351 and over
Married filing jointly	Up to \$23,200	\$23,201 to \$94,300	\$94,301 to \$201,050	\$201,051 to \$383,900	\$383,901 to \$487,450	\$487,451 to \$731,200	\$731,201 and over
Married filing separately	Up to \$11,600	\$11,600 to \$47,150	\$47,151 to \$100,525	\$100,526 to \$191,950	\$191,951 to \$243,725	\$243,726 to \$365,600	\$365,601 and over

Source: Internal Revenue Service^[8]

Tax Rates for Long-Term Capital Gains 2024

Filing Status	0% rate	15% rate	20% rate
Single	Up to \$47,025	\$47,026 to \$518,900	Over \$518,900
Head of household	Up to \$63,000	\$63,001 to \$551,350	Over \$551,350
Married filing jointly	Up to \$94,050	\$94,051 to \$583,750	Over \$583,750
Married filing separately	Up to \$47,025	\$47,026 to \$291,850	Over \$291,850

Source: Internal Revenue Service^[4]

RSUs, continued

- The money gets locked in around the date you started working.
- If 100 shares at the start of your employment were worth \$10,000, and now worth \$100,000—Congratulations! Your compensation in RSUs went up 10x thanks to the success of the company (at least in the eyes of Wall Street).
- If 100 shares are now worth \$10, then it's unfortunately, bad luck, where your RSUs have not proven worth it.

RSUs, continued again

- None of this is a financial advice.
- Use your best judgement, understanding, advisement on what to do with your vested stocks.
- If you believe in the company and it's a strong asset, you can hold on to it, otherwise, diversify (not an advice, again).
- If you leave the company before all stock vested, it goes back to the company.

Career movements

- In the start of employment, it's important to make a good impression, in terms of, proving competency, especially as a new grad to the manager, the team, the department, and the company.
- Based on initial success at the company, it can dictate employee's trajectory at the company.
- I've seen people who get promoted every year (even in less than a year!), and others who move up the ladder after 3-4 years.

Career movements, continue

- Promotion usually means more responsibilities and higher salary.
- Sometimes, it's a title change and possibly a move into a people-managerial role.
- Please know that a company is more than happy to make everyone do the same amount of work (or more) for the same amount of money (or less, due to inflation).
- Promotions are planned, discussed months in advance, and requested/advocated by the employee+manager, rather than handed out.

Personal takeaways

You can never be 100% passionate at work. I don't think you should be, wouldn't leave time and energy for other important life things, think of friends, family, hobbies, and yourself.

Your work also **SHOULD NOT** make you actively miserable. If it does, then it sours far more than 8 hours per your day. Start moving.

Personal takeaways, II

It is always the people and your surroundings that make up your environment, fulfillment, and how you are treated at work and how you treat yourself, your work, and your time. Choose it wisely.

Meeting a time traveler

One of the most important tricks I learned is that you need to meet a time traveler at work.

This is somebody who lived ahead following the path that you are currently one.

Meeting a time traveler, II

Meeting them, you see of what you might or will be like, give or take, in a year, 5 years, 10 years?

Are you happy with what you see? Do you see yourself? Do you **want** to see yourself there? No worse hell than a museum of personal regrets.

THE 🦊 GRIND 🦊
🦊 DON'T 🦊 STOP