

Compensation Comments & Notes

JOB SEARCH SERIES **PRESENTATION #45**

AFTER THE JOB SEARCH SUBSERIES

TENONPREP



Learning Outcomes

01

Understand employers set compensation by "benchmarking"

02

Understand the market factors impacting compensation

03

Understand the difference between pay and pay rate

04

Understand the pros and cons of equity compensation

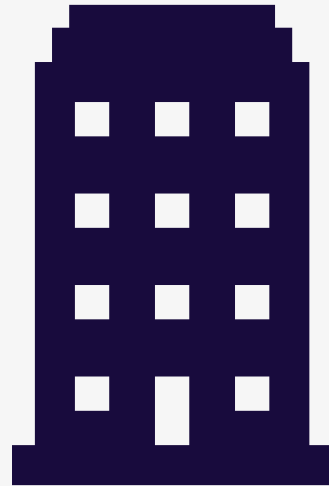
05

Understand the importance of cash compensation

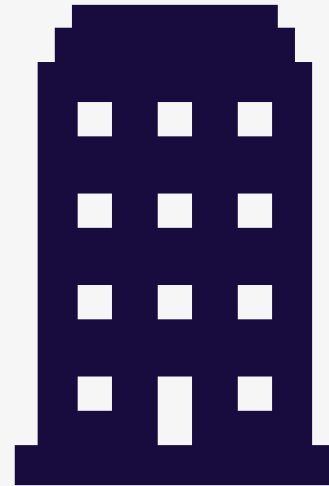


Employers Use Benchmarking to Determine Compensation

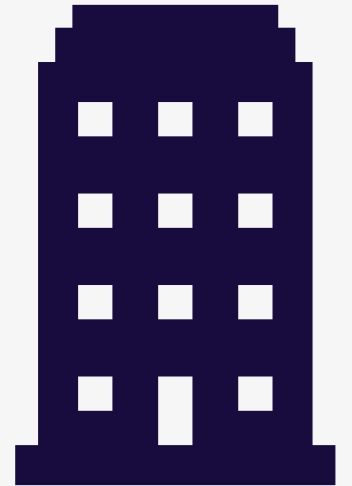
A



B



C



List of Factors Impacting Compensation

Skills &
Experience

Employer
Demand vs. Job
Supply

Management vs.
Individual
Contributor

Corporate
Authority &
Budget
Responsibility

Scale of
Authority &
Responsibility

Time
Commitment
(Hours Worked)

Cost of Living





Cost of Living Analysis

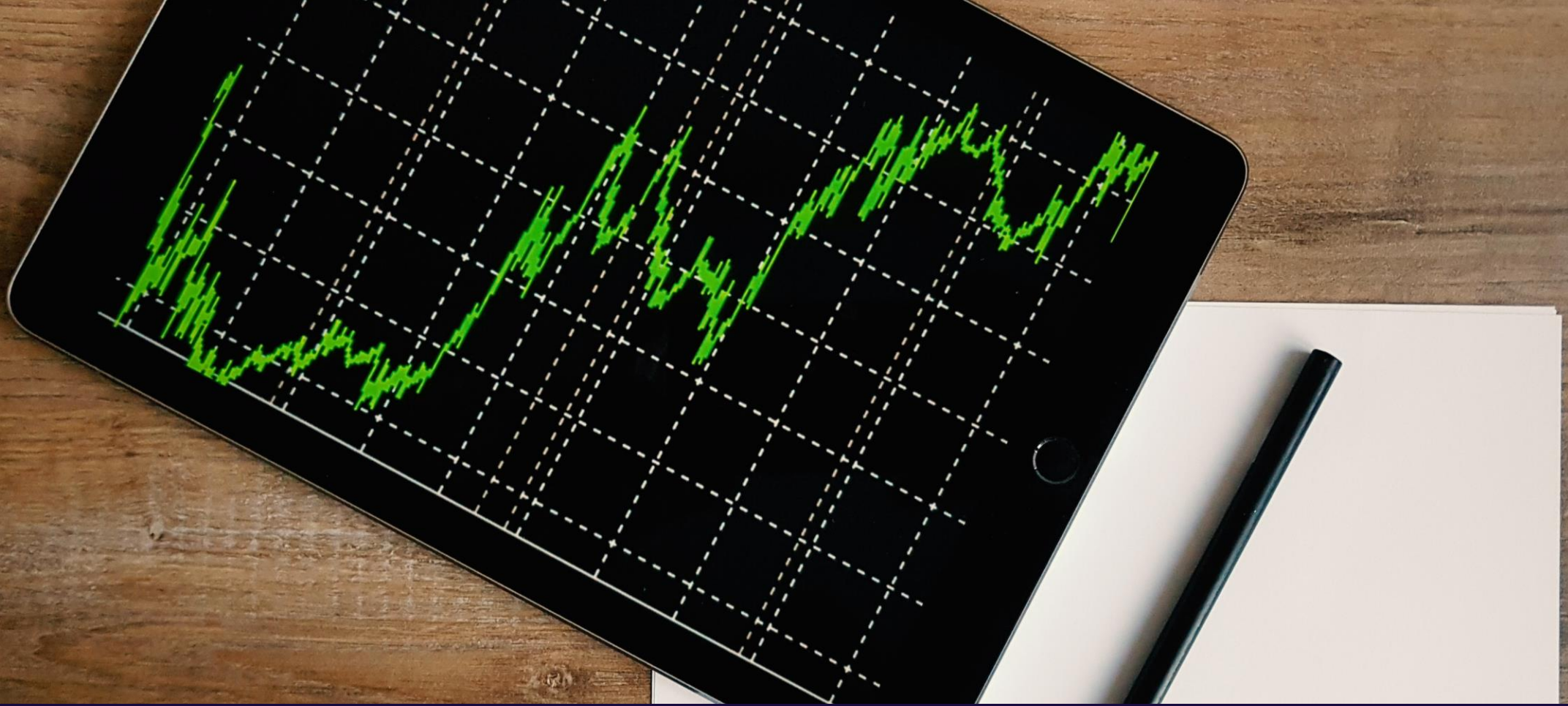


The Difference Between Pay & *Pay Rate*



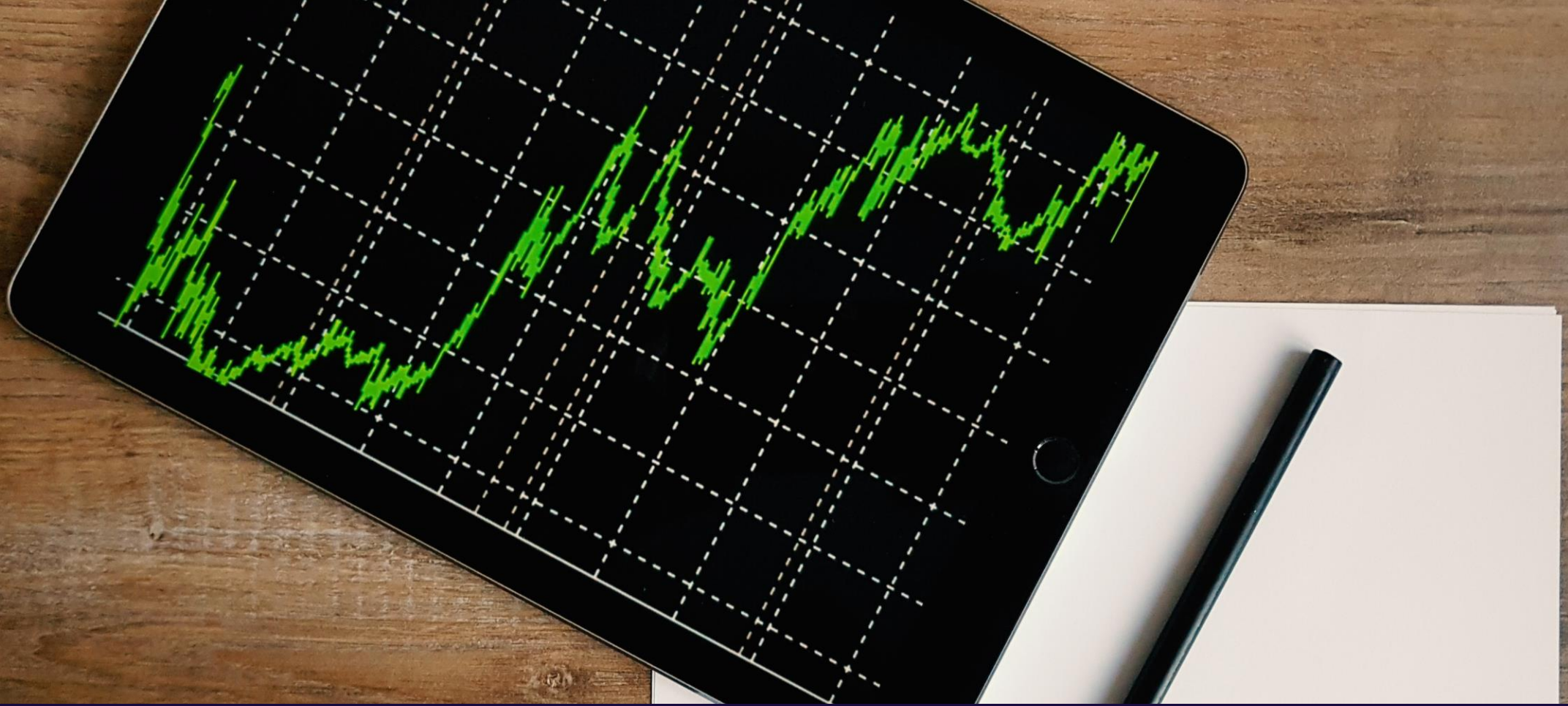
Make Sure You Understand Any Compensation Conditions





Equity Compensation Pros





Equity Compensation Cons





Cash Is King in the Total Compensation Package





Personal Finance Notes - Budgeting & Taxes



Offer & Total Compensation Analysis Exercise

LIVE ONLY

