

Negotiating Your Job Offer:

Define your limits. Know your deal breakers

	Rank of Importance	Go	No-Go
Salary			
Job title			
Start date			
Vacation/PTO			
Health insurance or other benefits			
Reporting relationships			
Decision-making/Level of authority			
Relocation expenses			
Memberships, association dues, subscriptions			
Starting or incentive pay, Bonuses			
Laptop, cell phone, auto, home office			
Auto (car, mileage)			
Flex-time/job share/ remote work			
Education allowance, training/re-certification costs			
Severance provisions			
Terms of contractual relationship			
Budget, access to resources			
Stock options			
Other			