

# Non-salary compensation package

Sometimes employees cannot negotiate a salary increase during the interview process for numerous reasons. Candidates can consider non-salary items, such as company benefits, stock options or office amenities to improve their work experience while evaluating their compensation package. Reference this handout when evaluating your compensation package.

## Expense Coverage



- **Commuting or parking:** Cover the costs to get to and from the place of employment via gas cards or parking passes.
- **Child care:** Contribution to securing childcare programs, after-school care or summer camps.
- **Relocation:** Assist with the moving costs to relocate to a new area (region or state) to work for the company.

## Finances



- **Signing bonus:** A reward when the employee starts a new job in the form of a single payment or multiple payments.
- **Performance bonus:** Opportunities for bonuses (quarterly or annual) based on work performance.
- **Profit sharing:** A contribution plan for employees that gives a certain amount of a company's profits.
- **401(k):** A retirement savings plan that allows employees to contribute a portion of their income for use once the employee retires.

## Flexible Time



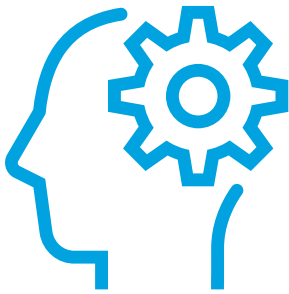
- **Flex time:** Arrangement that allows an employee to alter the start or end time of the workday. Remote or hybrid options may be considered.
- **Paid vacation time:** Time employers give employees to use throughout the year where employees do not work for that day but receive the day's pay.
- **Parental or family leave:** Paid or unpaid leave to prepare for childbirth or adoption.
- **Sick leave:** Allows employees to take time off for short or long-term health needs and be compensated for this time.

## Medical



- **Life insurance:** This insurance pays the employee's beneficiary (employee selects individual) if the employee dies.
- **Short-term or long-term disability insurance:** Provides income when an employee cannot work due to accidents, injuries or illnesses.
- **Health, dental and optical insurance:** Coverage for annual wellness exams, the cost of dental procedures or prescription eyeglasses or contacts.
- **Health Savings Account (HSA) or Flexible Spending Account (FSA):** A savings account for medical expenses.

## Professional Development



- **Paid training:** Opportunity for employees to receive pay during the training period of their job.
- **Tuition assistance:** Help pay for college, certifications or continuing education to expand knowledge and skills, making employees more versatile.
- **Association memberships:** Receive a stipend to cover annual membership fees for professional development organizations.
- **Student loan repayments:** Employers can help by contributing to an employee's student loan balance.

## Technology



- **Laptop:** Employers may provide the technology (laptop, monitor or headset) necessary to create a small workplace at home or in the office.
- **Company car:** Support employee transportation expenses if transportation is required for the role.
- **Cell phone:** A cell phone reimbursement stipend or allowance given to employees to purchase on their cell phone plans.
- **Specialty technology:** Provide work-specific technology for employees to be successful at work.