



Negotiating and Evaluating Offers

1. What to know BEFORE negotiating!

Calculate your expected expenses (based on your target metro area)*:

Expenses	Projected amount needed
Rent/Housing	
Groceries/Food	
Student loan payment	
Transportation & Gas	
Utilities	
Insurance – renter's, health (if not provided by employer)	
Phone	
Entertainment	
Pets?	
Savings	
Taxes	
Total	

***These calculations are for YOUR information ONLY!** Do not share them with a prospective employer.

Remember that employers don't want to know the nitty gritty of your finances. They are looking to fill a position with the best talent possible, at the lowest price they can achieve while still keeping the new employee happy and engaged!

Research fair market value for work (per target metro area) and compare any offers:

Compensation factors	Position A	Position B
Salary range**		
Benefits		
Review frequency		
Vacation days/Paid time off		
Sick time		
401K/retirement contribution		
Other perks? Gym membership Transportation stipend Phone stipend Hybrid/Remote options Relocation		



****It's important to come up with a salary range, based on your research.** This can be useful if you are asked to give a salary number early on in the process, when you still need to know more about what the position entails in order to feel ready to share more specific salary expectations.

2. Other considerations—location, location, location

Many students will be relocating to pursue their dream careers, and that can be a wonderful adventure! However, it is important to think carefully about what metro areas you may be targeting. Consider the following factors:

- Do you know anyone there, do you already have a support system in place?
- Have you investigated the area enough to know if you will be able to find housing there?
- Will you be able to enjoy your hobbies? Some people hike, some people play video games, so it really depends on your interests.
- Will you or your partner have legal and practical access to any healthcare procedures you might need?
- If you decide to change careers, does the area support a variety of industries so that you could find another position without relocating?

Relocating for a job is a big step. Such a move can pay incredible dividends, as long as you are prepared to adjust to new circumstances in a new location. Be sure to do your research!