

Benefits for Full-time Employment Offers

When discussing a job offer, carefully consider the benefits in addition to the salary your prospective employer will provide since benefits can add up to 30-40 percent more than your actual salary. Often the benefits offered by a firm may offset a lower salary, thus may be the deciding factor with two or more job offers. Although benefits differ greatly from one employer to the next, the following list covers the majority of benefit possibilities:

- Insurance: medical, dental, life, disability
- Vacation: typically 2 weeks
- Paid Holidays
- Retirement
- Profit sharing, stock purchase plans
- Wellness programs
- Professional Membership dues
- Assistance with professional licensing exams
- Professional development opportunities
- Parking: can be very expensive in a large city
- Bonuses
- Flexible work hours
- Travel incentives