Job offer total compensation comparison

Compare offers beyond advertised salary.

Three steps

1. Request written terms
2. Compare recurring costs and benefits
3. Clarify uncertain conditions

A worked example

Offer	Offer A
Base pay	40000
Benefits	Health plan
Commute cost	1200
Questions	Hours?

Salary is only one part of the comparison.

Tax and employment rules vary.

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Use one row per item or decision. Start with what you know.

Offer	Base pay	Benefits	Commute cost	Questions

My next action / when