**Compensation and Benefits Comparison Summary Template**

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| **Compensation Category**  | **Compensation and Benefits Comparison** |
| *Military* | *Your Offer* | *Competing Offer* |
| **Income** | Salary (NET OF TAXES) | Base |  |  |  |
| Variable |  |  |  |
| Advance |  |  |  |
| Flexible Spending | Healthcare |  |  |  |
| Daycare |  |  |  |
| Transportation |  |  |  |
| Other (NET OF TAXES) | Tax preparation  |  |  |  |
| Referral bonus |  |  |  |
| Etc. |  |  |  |
| **Healthcare** | Insurance | Medical Insurance |  |  |  |
| Life Insurance |  |  |  |
| Life Insurance for dependents |  |  |  |
| Accident Insurance |  |  |  |
| Umbrella Insurance |  |  |  |
| Disability | Short-term disability |  |  |  |
|  | Long-term disability |  |  |  |
| Other | Prescription Plan |  |  |  |
|  | Dental Plan |  |  |  |
|  | Vision Plan |  |  |  |
|  | Legal Plan |  |  |  |
|  | Health Savings Account |  |  |  |
|  | Etc. |  |  |  |
| **Retirement** | Defined Benefit Plan | Pension |  |  |  |
| Defined Contribution Plans | 401k, 403b, Roth 401k, Roth 403b, 457 plans |  |  |  |
| 401k / 403b plan employer match |  |  |  |
| Government Plans | Social Security |  |  |  |
| Medicare |  |  |  |
| Equity | Stock purchase plans |  |  |  |
| Stock options |  |  |  |
| Organizational Ownership / Equity |  |  |  |
| Other | Financial planning assistance |  |  |  |
| Etc. |  |  |  |
| **PTO** | Time Off | Vacation Days |  |  |  |
| Family leave |  |  |  |
| Sick Days |  |  |  |
| Federal and other holidays |  |  |  |
| Accelerated vacation accrual |  |  |  |
| PTO “Banking” / “Carry-over” policy |  |  |  |
| Other | Flexible / Reduced work schedule |  |  |  |
| Maternity / Paternity leave |  |  |  |
| Sabbatical Program (Paid) |  |  |  |
| Etc. |  |  |  |
| **Education** | Reimbursement | Tuition reimbursement |  |  |  |
| Testing, certification reimbursement |  |  |  |
| Other | Professional in-house training |  |  |  |
| Continuing education |  |  |  |
| Etc. |  |  |  |
| **Military** | Military leave | N/A |  |  |
| Compensatory pay during activation / deployment | N/A |  |  |
| Other | Etc. |  |  |  |
| **Relocation** | Moving Assistance | Moving expenses |  |  |  |
| House hunting trips |  |  |  |
| Temporary housing |  |  |  |
| House Selling Assistance | Handling sale of current home  |  |  |  |
| Coverage of loss on sale of present home or cost to break lease |  |  |  |
| Mortgage Assistance | Mortgage fees / closing costs |  |  |  |
| Mortgage rate differential |  |  |  |
| Loan assistance |  |  |  |
| Other | Outplacement assistance for spouse |  |  |  |
| Etc. |  |  |  |
| **Home Office** | Personal computer |  |  |  |
| VPN/Wireless Internet access |  |  |  |
| Office equipment – printer / copier / fax machine |  |  |  |
| Office furniture |  |  |  |
| Office supplies – printer paper, envelopes, etc. |  |  |  |
| Separate phone line |  |  |  |
| Other | Etc. |  |  |  |
| **Other** | Travel reimbursement |  |  |  |
| Free food at the office |  |  |  |
| Company car |  |  |  |
| Mobile phone |  |  |  |
| On-site child care |  |  |  |
| Expense account |  |  |  |
| Costs associated with social or athletic club membership |  |  |  |
| Frequent flyer / stay point ownership |  |  |  |
| Reimbursement of wellness-related equipment / gear |  |  |  |
| Discounts on, or access to, tickets to professional sports and other cultural events |  |  |  |
| Parking |  |  |  |
| Coverage of spousal travel |  |  |  |
| Professional association memberships |  |  |  |
| Employee shopping discounts |  |  |  |
| Sabbatical program (unpaid) |  |  |  |
| Remote location work options |  |  |  |
| Variable start date |  |  |  |
| Adjusted timing of first performance review |  |  |  |
| Well-being subsidy |  |  |  |
| Other | Etc, |  |  |  |
| **Severance** | Some # of months’ base salary |  |  |  |
| Incentive payments |  |  |  |
| Cashing out equity |  |  |  |
| Outplacement assistance |  |  |  |
| Use of organizational email / voicemail |  |  |  |
| Unused PTO reimbursement |  |  |  |
| Health benefits or COBRA coverage |  |  |  |
| Retirement plan contributions |  |  |  |
| Other | Etc. |  |  |  |