**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. |  |  |  |