Did You Know?

Average salaries of the UCR Class of 2015

#HireHighlanders  #UCRCareerReady
Did You Know?

778 students were selected for on-campus interviews.

#HireHighlanders  #UCRCareerReady
Did You Know?

SURVEY FINDS IT’S #WORTHASKING FOR A HIGHER SALARY.

How common is salary negotiation for new grads?

- 62% of women negotiate
- 38% of men negotiate

New grads are NOT negotiating
New grads are negotiating

34% of employers have room to INCREASE their first offer by 5-10% during negotiations.

74% of employers have never retracted an offer because an entry-level candidate tried to negotiate.

80% of students and grads who NEGOTIATE are at least partially successful.

Success Rates for Non-Salary Benefits
- Schedule: 75%
- Paid Time Off: 62%
- Bonus: 58%
- Stock: 38%

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Did You Know?

6 Months after Graduation

73% Employed
16% Post-Graduate Program
10% Seeking Employment
1% Not Seeking Employment

*These statistics were collected from the class of 2016 in a survey that was given six months after graduation.

#HireHighlanders #UCRCareerReady

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Employers who engaged with UCR this year because of the success of recent UCR hires
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UCR RIVERSIDE Career Center

UCRCareerCenter UCRCareerReady

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CONNECT. INSPIRE. EMPOWER.
Create a Handshake Account

1. Log into go.ucr.edu/ucrhandshake with your UCR username and password.

2. Complete your UCR Handshake profile by adding your resume, photos, skills and more. Make your profile public to employers.

3. Click “Jobs” in the menu bar and start applying. Save searches and sign up for notifications about future opportunities that match your interests!
What’s My Worth?
Evaluating Job Offers and Salary Negotiation
Agenda

The Parts of an Offer Letter

Benefits

The Process of Salary Negotiation

Multiple Offers

Reneging on an Offer

The Impact of Your Job

Leave Your Mark

Demo

Questions
What to Look for in an Offer Letter

June 1, 2016

Ms. Lakia Lee
3606 Walnut Creek Road
Chicago, IL 60614

Dear Lakia,

On behalf of Arnold Associates, I am pleased to offer you the position of Financial Analyst. In this important and very visible position you will report to Barry Johnson, Controller. Your start date will be June 8, 2016.

Your compensation package includes the following:
- Annual salary of $37,500 with first performance review in 6 months
- Bonus opportunity of 5% based on achievement of company and individual performance goals
- Two weeks of vacation every year
- All of the benefits as outlined in the Arnold Associates Benefits Handbook

This offer is contingent upon successfully passing a drug screening to be conducted by OMA Labs by June 15.

We are delighted to extend this offer to join the Arnold Associates team. Everyone who met you during the interview process was very impressed with you. We are looking forward to your response. Please don't hesitate to let me know if you have any questions.

Sincerely,

Manuel Santiago
Human Resources Manager
<table>
<thead>
<tr>
<th>The Parts of a Job Offer - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sign-on Bonus</td>
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<tr>
<td>Relocation Expenses</td>
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<tr>
<td>Salary Progression</td>
</tr>
<tr>
<td>Medical/Dental/Optical Insurance</td>
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<tr>
<td>Life/Disability Insurance</td>
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<tr>
<td>Vacation/Sick/Personal Days</td>
</tr>
<tr>
<td>Retirement Plans</td>
</tr>
<tr>
<td>Profit Sharing/Stock Options</td>
</tr>
<tr>
<td>Tuition/Student Loan Reimbursement</td>
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<tr>
<td>Overtime</td>
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<tr>
<td>Commuting/Parking Reimbursement</td>
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<tr>
<td>Employee Perks</td>
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<tr>
<td>Flexible Hours</td>
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<tr>
<td>Telecommuting</td>
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<tr>
<td>Technology</td>
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<tr>
<td>Professional Development</td>
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</table>
Knowing when to negotiate

Do you need to negotiate?
◦ Are you completely entry level?
◦ Is the offer reasonable?

When NOT to Negotiate
◦ Highly structured jobs
◦ Jobs with a known salary
◦ Jobs with an undifferentiated applicant supply
Compensation types you might see in the job description/application:

- TBD
- DOQ
- Base + Commission
- Commensurate with Experience
- Monthly Stipend
The Art of Salary Negotiation

Step 1: Do Your Research
Step 2: Let the Employer Make the First Offer
Step 3: Review the Offer
Step 4: Prepare a Counter Offer
Do Your Research: Know Your Worth

Use online resources to find salary ranges

Think about your education, unique skills, and experiences
Do Your Research: Know Your Worth

Consider position, location, size, and industry of the company

Industries with the highest levels of employment in accountancy:

<table>
<thead>
<tr>
<th>Industry</th>
<th>Employment</th>
<th>Percent of industry employment</th>
<th>Annual mean wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting, Tax Preparation, Bookkeeping, and Payroll Services</td>
<td>326,720</td>
<td>36.58</td>
<td>$77,510</td>
</tr>
<tr>
<td>Management of Companies and Enterprises</td>
<td>90,910</td>
<td>4.12</td>
<td>$74,430</td>
</tr>
<tr>
<td>Local Government</td>
<td>42,170</td>
<td>0.79</td>
<td>$62,890</td>
</tr>
<tr>
<td>State Government</td>
<td>37,510</td>
<td>1.72</td>
<td>$58,100</td>
</tr>
<tr>
<td>Management, Scientific, and Technical Consulting Services</td>
<td>27,590</td>
<td>2.27</td>
<td>$78,110</td>
</tr>
</tbody>
</table>

Let the Employer Provide the First Offer

- Leave it blank
- “Negotiable”
- Provide range
During the Interview

- “I’ll consider any reasonable offer.”
- “I’d like to discuss the job first. I need to know whether I’m the right fit and that you’re offering me the job.”
- “I’m very interested in the job and the company, but it depends on the offer – I’d be glad to respond to a specific offer.”
During the Offer

- “You know better than I what this job is worth.”
- “My research tells me that someone with my skills, education, and qualifications doing this job earns between ____ and ____ with a median salary of ____. What’s your offer?”
Prepare a Counter Offer

- Aim for a target salary that is realistic
- Be explicit in your request
- Use the research you have done and have hard evidence to support your request
- Consider non-monetary benefits when negotiating
- Know your bottom line, and be prepared to say no if the employer cannot meet your needs
- Remember to consider gross vs. net income
Do’s and Don’ts in Negotiating

**Do**
- Be positive
- Be persuasive
- Be flexible
- Be confident
- Base your negotiation on competitive market value
- Explain how you will contribute to the employer’s profitability

**Don’t**
- Be the first to name a figure
- Assume the first offer is the final offer
- Be demanding
- Be pushy
- Be unrealistic
- Share personal information
- Forget to consider other benefits in the negotiation process
Multiple Offers

Think about your values and interests
- Position
- Company
- Industry

Consider all options to make the best decision for you
- Salary
- Location
- Work-Life Balance
- Company Culture
- Long-Term Goals
Need More Time to Consider an Offer?

Ask to meet with other key colleagues you didn’t meet in the interview

Ask for time to discuss the offer with your family and friends so that you can make the best decision for you

Be open with employers when given one offer and in the interview process for another position
Reneging on an Acceptance

The Career Center does NOT endorse reneging

Make sure that the new offer is of enough significance that it is worth potentially burning a bridge

If you choose to renege, do so respectfully – don’t ghost the employer

There are situations where it is acceptable to renege

Bottom Line: You should never accept one offer with the intention of reneging if a better opportunity comes along.
Leave Your Mark

Tell us about your post-grad plans!

The Career Center uses information like job title, company, location, and salary to

- Show the overall value of a UCR degree
- Show your professors, deans, and advisors what you are up to after graduation
- Compile information used in a national snapshot of recent graduates’ activity and prospects
Mock Negotiation
BEWARE OF JOB FRAUD

Learn the red flags to look out for in your job search.

- They’re asking you to shop for them.
- You have to send them money.
- The job sounds too good to be true.
- The job they offer isn’t the one you applied for.
- They won’t meet you in person.
- You can’t verify their information.
- They’re asking for personal information.
- You’ll be working from home.

Learn more about job fraud and how to protect yourself at careers.ucr.edu or contact a career counselor today.

UCR Career Center
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#UCRCareerReady
Where Can You Find Us?

Location: We are located in the Career Center Plaza. Our entrance is the University Lecture Hall and the Surge Building, behind the UCR Campus Store.

Hours:
Mon. - Fri. 8 am to 5 pm except Wed. 9 am to 5 pm

Web Site: careers.ucr.edu

Individual counseling appointments available by calling: (951) 827-3631

Drop-In Hours:
Mon. - Thurs. 10 am-3pm
Fri. 10 am-12 pm