

## Items Open for Negotiation

- Base Salary
- Start Date
- Title
- Reporting Relationships
- Salary Review
  - timing and basis
  
- Commissions and Bonuses
  - profit sharing
  - sign on bonus
  - stock options
  - tuition reimbursement
  - equity
  
- Vacation and Personal Days
- Insurance
  - medical / dental life
  - when does coverage begin
  - spousal coverage
  
- Relocation Expenses
  - transportation costs while looking for housing
  - actual relocation transportation
  - moving cost
  - home-buying assistance
  - hotel expenses during transition
  - temporary housing
  
- Other
  - matching funds investment program
  - pension plan scheme
  - car and expense account
  - telecommuting and other flexible scheduling options
  - laptop/cell phone/PDA