CASE STUDY #1 & 2
SALARY NEGOTIATION ROAD PROGRAM

CASE STUDY ONE

EMPLOYEE

You've been offered a position as an entry level software developer at a local company for $50,000 a year. Your benefits package includes dental, medical, and vision. You will have the ability to contribute to a 401K with company matching up to a certain percentage. You will earn 3 weeks of paid vacation per year as well as 1 week of additional PTO/sick time that you can use.

NATIONAL AVERAGE FOR YOUR POSITION: $60,000

HIRING MANAGER

You have just offered a position for entry-level software developer for $50,000 a year. You've also offered a benefits package that includes dental, medical, and vision. The employee will also be able to earn 3 weeks of paid vacation per year as well as 1 week of additional PTO/sick time that they can use. Finally, they will be able to contribute to a 401K with employee matching up to a certain percentage. You have the budget to pay slightly more, but if you are able to save a little bit on the salary of each of your new hires, you can hire 6 new developers instead of 5. It's your decision entirely.

CASE STUDY TWO

EMPLOYEE

You've been working as a clinical dietician for 5 years at the salary of $55,000 annually. You have a comprehensive benefits package and 3 weeks paid vacation. You've been give annual schedule raises that have matched the inflation rate. You make the national average, but with your experience, you'd like to ask for a raise to at least $62,000. You've also been searching for a new position and have been offered a position at a nearby company for $60,000. Additionally, three of your colleagues have left the company recently to pursue other positions.

HIRING MANAGER

You've recently had to make some budget cuts within your company. You've also recently had two mid-level and one entry level clinical dietician leave for other positions. You have the flexibility to offer a higher salary. You'll also need to start searching for replacements for those who have left.