

## **Benefits and The Invincibility Factor**

**" I will never be sick. I will never be old, so I cannot die. I cannot be disabled because I am..."**

### **INVINCIBLE ... I AM IMMORTAL!**

Live for today and let tomorrow take care of its self, because tomorrow I will be just as strong and healthy as I am today. My parents get old, their friends get old, but I will never be old. I need the money NOW. I want that car, boat, ski trip or whatever because I deserve it. I am not staying with this company any way.

Do any of the above statements sound familiar? If you were honest, have you ever thought that way? A revelation is about to be revealed to you:

### **YOU ARE NOT INVINCIBLE AND YOU WILL GROW OLD!**

This surprising knowledge can help you negotiate the best offer today to secure your future. By utilizing this knowledge instead of denying it, you will have the money and security to enjoy your life both now and in the future. It helps you now, because it immediately reprioritizes your offer job offer goals. Instead of looking only at salary, you examine the entire package. BY negotiating the best "total package" early in your career, you will have room to bargain for a better offer when you do move onto your next position. And in the post-industrial economy, you WILL move on!

The Following is a laundry list of Benefits and things to inquire about after you have received an offer and before you accept it. Knowledge is power, use it to your advantage!

### **General Coverage**

- Inquire about any monthly or per pay period deductions for coverage.
- Get a detailed list of when coverage is effective for each element of the benefit coverage.
- Find out exactly who is covered, i.e., you alone or you and your dependents.
- Ask about time restrictions on choice if benefits.
- Get the name and telephone number of the benefits coordinator, who you actually talk to for information, questions, claims, etc.

### **Medical Coverage**

- What type of plan is it? HMO? PPO? Private insurance? How much is the co-pay?
- Are there specific exclusions for pre-existing conditions?

- Are you allowed to switch coverage? What is the anniversary date?
- Does the coverage extend to out of the local area?
- Is there dependent coverage? What portion does the company pay?
- Maternity coverage? Emergency care? Physician selection?
- Lifetime benefits? Annual benefits?

### **Dental Insurance**

- What type of coverage? Preventive? Surgical? Orthodontic?
- Is there an annual and/or lifetime maximum?
- Co-pays? Dentist selection?

### **Optical/Eye Insurance**

- Glasses? Contact lenses? Sun glasses? Exams?
- Is optical care separate from Ophthalmic care under Health insurance?

### **Life Insurance**

- How much? What kind-term or whole life? Is there an option to buy more?
- Beneficiaries? Who notifies your beneficiary? What is the time frame?

### **Funeral insurance?**

- Accidental Death Insurance
- If offered for free, take it. Not usually recommended to purchase it.

### **Business Travel Insurance**

- If offered, take it. Determine if this covers you in your daily driving around town when on business or is it reserved for non-local trips?

### **Disability Insurance**

- Is this for a short-term disability? If so, does it include sick pay?
- If for long term, when does this coverage become effective? What percentage of salary is covered and for how long a time period?
- Who pays the cost? What if you are injured on the job?

### **Vacation**

- How many days? When do they begin accumulating and when are you eligible to take vacation time?
- Is the time accumulation based on a calendar year or work year (your date of hire)?
- What is the company policy for future years?

## **Holidays**

- What are the Holidays ... exactly? If you work on a Holiday, will you be allowed to take an another day off?
- Can you take vacation time before of after a Holiday, without penalty?

## **Sick Time**

- How many days/hours a month?

## **Personal Days**

- How many? What type of notice time is required for a personal day?

## **401 K Plans**

- What is the company's matching?
- What is it based on? Is there a maximum amount?
- What is the vesting time period?

## **Pension Plan**

- Does the company have one? How much is put into it? When can you withdraw it?

## **Profit Sharing**

- What percentage? What is the profit figure used? Historically, what figure has been used?

## **Stock Options/ESOP**

- Does the company have one? What is the discount rate?
- Is there a maximum amount of stock you can buy? Time period?
- Is there a brokerage fee or is it company sponsored?
- Does the company have a DRIP? (Dividend Reinvestment Program)

## **Tuition Reimbursement**

- What course work is covered?
- Is it tuition only or are books and fees covered?
- What is the method of reimbursement? A = 100%
- What happens if you become ill and must drop the course?

## **Health Clubs**

- Does the company have one? What percentage is covered?

- If there is one on the premises, what hours can you utilize facilities?

#### **Dependent Care**

- On site day care?
- Benefit eligible through a flexible benefit plan?

#### **Employee Assistance Program**

- What programs are available? Financial assistance counseling?
- Drug and alcohol? What is company policy on confidentiality?

#### **Parking**

- Where? How much?

#### **Expense Reimbursement**

- Car rates? .07 vs.. 30?
- Will you be required to use your car for company business?
- Does the company have a car available for you to use?

#### **Business entertainment?**

- What percentage is reimbursed?