

# Negotiating & Salary Information

The key to successfully negotiating salary or benefits is preparation and research. If you feel you should command more money, you must justify your request. For example, point out your high GPA, mention your relevant internship experience, and describe specific skills or knowledge you possess. Salary negotiations must be based on facts and not feelings. It is not enough to say, "I feel I am worth more than the average student". You need to know your market value – "I have had three internships in the field and will have a shorter learning curve".

It is appropriate to discuss salary AFTER the employer makes an offer. However, if an employer asks about salary early in an interview, he/she may be trying to see what matters most to you – the job or the money. If this happens, a good response would be, "I would like learn more about the position before making a decision, but will certainly consider your best offer" or "In the past I have always been paid according to the responsibilities of the position. I really don't know enough about this position to say". This allows you to focus your attention on the job description and assure the employer you are interested in the job – not just the money. If the employer presses you for a number, give the range you are considering. Research is critical!

Understand that many companies will not negotiate anything other than your start date if you are a new graduate. They may feel you do not have enough work or educational experience to warrant a salary negotiation.

## Helpful Tips:

- Do not be the first to mention salary or benefits.
- Know your market value and the going pay range for your area.
- Do not start negotiating until AFTER you have received the job offer.
- If you negotiate, have a positive attitude and self-confidence.
- Set realistic, achievable salary and benefit goals.

## Helpful Website:

[www.salary.com](http://www.salary.com)  
[www.salaryexpert.com](http://www.salaryexpert.com)  
[www.acinet.org](http://www.acinet.org)  
[www.Monster.com](http://www.Monster.com)  
[www.Collegegrad.com](http://www.Collegegrad.com)  
[www.Collegerecruiter.com](http://www.Collegerecruiter.com)  
[www.Rileyguide.com/salguides.html](http://www.Rileyguide.com/salguides.html)

## Student Career & Employment Office