

	Fortune 500 #1	Fortune 500 #2	Global Consulting Firm	\$900M Retail
Salary	205.0	240.0	240.0	260.0
Bonus	80.0	72.0	64.0	91.0
LTI	85.0	120.0		130.0
Total Comp	370.0	432.0	304.0	481.0
Vacation	6 weeks	5 weeks	4 weeks	3 weeks
Signon Bonus		50K includes realtor commision, closing costs, fees.	50K	75K Competitive. To CA and AZ
Relocation	401(k) w/5% match, EDCP, Pension, target discount	No state income tax (TX), travel perks, EDCP	bonus = 2% profit. 64k based on 16M at 20% margin, 401(k)...no match. Can work w/a flexible schedule	bonus = 35% at target (not prorated...full 12 months), LTI = 50% (25% options, 25% RSU), 401(k) w/match
Other				
Questions		Confirm 25 days vs. weeks of vacation. Location. If DC an option, would comp be adjusted? No 401(k)?, PH?	20-- already at 88% of goal. Projected now at 125% of goal. Next year easily double 20--. After 1 yr could see +15% base w/promotion. After 2 years, increase in OI % w/promotion	Vacation?, how is bonus and LTI structured (Fortune #2 is fairly guaranteed and is cash), sign on is cash or equity? Commuting? EDCP?

Pegged on financial goals.
Some years no bonus.
LTI pegged on stock price.

Bonus + LTI = Cash
Guaranteed you'll get bonus.

How are bonus and LTI structured.

Commuting; Godchildren in
Phoenix. ASK: work from home
one day. Payroll me as Arizona.
Personal reasons: close to family
more long-term loyalty.
Driveable to family.