



## QUESTIONS REGARDING REMUNERATION

What are your expectations in terms of base salary for permanent positions or hourly/daily rate if you are looking for contracting assignments?

You must be in a position to put a value on yourself. It is tempting to inflate your current/package, but be careful as:

- a. You may be asked to show proof;
- b. You may miss out on just the right position because you are considered “too expensive” by a few dollars.

Know your true “value” by comparing what is available at your level and the level you aspire to. You should be in a position to be specific regarding the structure of your total package.

Your package will obviously include a base salary and may also include some of the following:

- |                       |                                                                                                                                                                                                     |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Superannuation        | ⊗ Usually 9%. If different, be able to specify the % and/or the structure of the superannuation plan if different to the norm.                                                                      |
| Motor Vehicle options | ⊗ Company provided and maintained.<br>⊗ Your vehicle with a car allowance.<br>⊗ Novated lease through your package – vehicle at your risk.                                                          |
| Bonuses               | ⊗ How calculated?<br>➢ Company performance.<br>➢ Your performance.<br>➢ Frequency.<br>➢ Maximum value.<br>➢ Actual value last year.<br>➢ Realistic expectations current year.<br>➢ To a maximum of? |
| Commissions           | ⊗ As per bonuses.                                                                                                                                                                                   |
| Medical Benefits      | ⊗ To what plan and value?                                                                                                                                                                           |
| Shares & Options      | ⊗ Frequency – value – vesting?                                                                                                                                                                      |
| Education Support     | ⊗ Which facility?                                                                                                                                                                                   |
| Other                 | ⊗ What and to what value?                                                                                                                                                                           |
| Note                  | ⊗ Mobile phones, home cable connection and PC's/ Laptops are considered “tools of trade” and are not generally factored in to remuneration calculations.                                            |
| Education Assistance  | ⊗ What course?<br>⊗ To what value?<br>⊗ How/when paid – e.g. on successful completion?                                                                                                              |