



COMPENSATION, PERQUISITES, AND BENEFITS REVIEW

PAGE ONE

CANDIDATE: _____

1. SALARY	yes / no	AMOUNT / COMMENTS
A. Base		
B. Vacation/Sick		
C. Annual Bonus (Cash, Method/Date of Payout)		
2. PENSION/RETIREMENT PLANS		
A. Defined Benefits Pension Plan		
B. Simplified Employee Pension		
C. Supplemental Executive Retirement Plan		
3. LONG TERM INCENTIVES (VESTING)		
A. Cash		
B. Stock/Stock Options		
C. SARS		
D. Phantom Stock		
E. In-Kind (Vouchers, Trips, Property-Not Stock)		
F. Other:		
4. INSURANCE (PERSONAL EXPENSE/COMPANY PAID)		
A. Major Medical - Dental/Vision		
B. Flex Plan		
C. Life		
D. Split Dollar Life Insurance		
E. ST Disability / LT Disability		
F. Supplemental LT Disability		
5. DEFINED CONTRIBUTION PLANS		
A. Money Purchase		
B. Profit Sharing		
C. 401(k) Savings		
D. Stock/Bonus/ESOP		
6. JOB PROTECTION/INCOME CONTINUATION		
A. Employment Contract		
B. Executive Salary Continuation Plan		
C. Severance Package		
D. Golden Parachute Entitlement		
E. Out-Placement Assistance		





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7. TRAVEL & TRANSPORTATION		
A. Company Car/Allowance		
B. Cellular Phone, PDAs		
C. First-Class Flight Privileges		
D. Airline Club Memberships		
8. LEGAL & FINANCIAL COUNSELING		
A. Estate Planning		
B. Tax Return Preparation		
C. Retirement Planning		
D. Legal Advice		
9. NO-COST/LOW COST LOANS		
A. Mortgage		
B. Bridge Loan		
C. Forgivable Loan		
D. Company Loan to Purchase Company Stock		
10. ENTERTAINMENT		
A. Company Credit Card		
B. Discretionary Expense Account		
C. Country Club Membership		
D. Lunch / Health Club Membership		
11. OTHER PERQUISITES		
A. Professional Association Fees		
B. Paid Attendance to Professional Meetings.		
C. Discount Stock Purchase Programs		
D. Tuition Reimbursement		
E. Other:		
12. RELOCATION CONSIDERATION		
A. Own Sale of Current Residence - Market Value Movement of Household Goods		
B. Rent - Deposit Remaining / Contract Issues		
C. Temporary Arrangements/Living Expenses		
D. Family House Hunting Trips		



NOTES

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