

What Can be Negotiated

Usually Negotiable:

- Offer Deadline
- Start Date
- Salary
- Signing Bonus
- Relocation Expenses

Sometimes Negotiable:

- Telecommuting
- Position Title
- Position Location
- Performance Review Timing/Frequency
- Non-Compete Agreements Timeframe

Usually Non-Negotiable:

- Vacation
- Health Insurance
- Retirement Savings Plan
- Non-Disclosure Agreements
- Other benefits that apply to all employees