

Contact: Amanda Beck
(202) 789-8604
abeck@hrpolicy.org

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Avoiding the Pitfalls of Salary Negotiations

Hiring Experts on jobipedia.org Offer Advice for Earning Your Starting Salary

Washington, D.C. – Today, hiring experts contributing to jobipedia.org offer tips to early jobseekers on discussing salary and negotiating a better compensation package. Jobipedia.org is a free career advice website where hiring officials from America's leading employers answer questions submitted by students or early career job seekers.

As a starting point for understanding the salary you can expect, jobipedia.org experts suggest doing research on the jobs for which you are applying before setting salary expectations, as every position generally has a defined range. Nicole, a hiring expert and jobipedia.org contributor from ManpowerGroup said, "One of the most important things to do prior to interviewing is research market salaries. It is crucial to know what the market is paying for the job you are interviewing for, combined with your experience and education. With this information you will know if an offer is competitive and one you would feel excited about accepting."

When it comes to the timing of discussing your salary requirement, Megan, a jobipedia.org contributor and hiring official from Cardinal Health said, "I recommend discussing this during your phone interview with the Recruiter. This is the initial conversation that will help both you determine whether or not to move forward. You always want to know what the compensation and benefits are upfront so you can compare to the other offers that you may receive and have the opportunity to ask questions early in the process. Also you don't want to waste anyone's time, if the compensation is not right for you then you can always politely say 'No, thank you.'"

A hiring expert from AT&T contributing on jobipedia.org agreed, "An initial discussion is appropriate at the start of the process to determine if the salary and benefits are a good match (before you and the company spend time on the hiring process). If you are made an offer of employment you will likely discuss both salary and benefits in more detail."

Negotiating a hirer pay within a position's range is generally where most job applicants have trouble. Nicole from ManpowerGroup urges using your research as your guide, saying that if the salary is "lower than your research shows, you could then try and negotiate telling [the hiring official that] based on my research it seems with my skill set I would be looking for a salary of ..."

Nell, a hiring manager and jobipedia.org expert from Pitney-Bowes cautions eager negotiators saying, "When countering an offer; do not make the counter unrealistic, this could potentially damage your reputation before you even come into a company. It will be important to research to understand the market value for your position. And, always, always, always be grateful and gracious about the offer. Even if it is the worst pay you have ever been offered, they still chose you! Ultimately, if you do turn down the position because of compensation, do it gracefully. You never want to burn bridges because they may have something else for you in the future that does meet your compensation requirements."

Over 700 questions have been posted on jobipedia.org, created to help new entrants into the workforce successfully gain employment and keep jobs by receiving insight and advice from recruiters at America's largest companies about interviewing, resumes, professional conduct and other facets of the working world. For additional advice on compensation, networking, resumes, interviews, and other tips on finding a job, visit www.jobipedia.org.

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With over 700 questions received and 2,800 answers given, **jobipedia.org** brings together career service professionals and top tier recruiters to help first-time jobseekers and recent graduates get hired and succeed in the first steps of their professional careers. Jobipedia.org is a free, reliable online resource where candidates can ask questions and quickly receive the most honest, useful and timely information from hiring experts at some of America's largest companies, all members of the HR Policy Foundation.

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