



Salaries & negotiation

Salaries

Starting salaries
2019 – 2020 BYU grads
Strategy majors

Average \$63 K

Range \$44 K - \$90 K

Starting salaries
2019 – 2020 BYU grads
Strategy majors

	Avg	Range
Utah	\$59 K	\$44 K - \$89 K
Other	\$77 K	\$53 K - \$92 K

\$63 K
total avg

Starting salaries
2019 – 2020 BYU grads
Strategy majors

	Avg	Range
Consulting	\$70 K	\$54 K - \$87 K
Other	\$61 K	\$50 K - \$92 K

\$63 K
total avg

Negotiation

Negotiation advice

- Baseline advice – DON'T negotiate
 - These are entry-level jobs – they won't change their offer
 - It can make them upset, and start you off on wrong foot
 - Best case is a pretty small increase – maybe 5%
- The bigger the company, the more reason to NOT negotiate
 - They have very standard salary guidelines
 - They have many candidates to choose from, and replace you with, if you negotiate
 - They have rigid processes – little flexibility
 - They'll need to get approval from more senior people to pay more – more work the recruiters don't want to do

Negotiation advice (2)

- When it makes sense to negotiate
 1. Very low offer – some companies (usually small ones) don't know the market
 2. You have a higher offer from another company AND you have a real interest in the lower-paying firm

1. Very low offer

- Share average salary data with company to educate them
- Tell them your target salary
- Tell them you will accept their offer if they meet this – this gives them reason to raise their offer

Negotiation advice (3)

2. 2 offers with interest in lower-paying company
 - Share you have another higher-paying offer
 - No need to tell them what the other offer is, or how much it pays
 - Do share your target salary - generally, the most you can get is up to 10% more than their initial offer
 - Tell them you will accept their offer if they meet this - so must be sincere
 - They will probably split the difference between your ask and their original offer – be ready with your answer
 - They may also say no to salary, but give you more non-salary: signing bonus, moving expense, etc. Not as good as salary – these are one-time payments that go away, but be ready to consider.
 - Bold but risky option: say no if they don't meet your demand. Good way to get your full ask, but they may also let you walk away.

Negotiation advice (4)

- Other tips
 - Understand annual bonus structures in detail
 - They will tell you highest possible amount
 - How much is real? How likely is it to receive this amount?
 - How much is based on your performance vs company performance?
 - Understand any equity payments in detail
 - How is any grant determined?
 - How are the shares valued?
 - When you cash them in – what is the vesting policy?
 - Only items in writing are real – discount any verbal promises. Smaller companies worst at making verbal promises they don't keep later.