

Activity 3.9: Compare Employee Benefits

NAME: _____

DATE: _____

Directions: Gina's cousin, Jordan, has just finished college and is trying to decide between two job offers. The salaries are the same, but the benefits are very different. Study each of the offers below to compare the employee compensation packages.

	Offer A	Offer B
Salary	\$24,000 a year.	\$24,000 a year.
Health Insurance	Employer pays \$360 a month. Jordan pays \$40 a month.	Employer pays \$300 a month. Jordan pays \$100 per month.
Dental Insurance	Not offered.	Employer pays \$15 per month. Jordan pays \$5 per month.
Tuition Assistance	Employer will pay 100 percent of tuition costs per year toward a bachelor's or advanced degree, up to a total of \$2,000.	Employer will pay 50 percent of tuition costs per year, up to a total of \$4,000.
Transportation Assistance	Jordan gets a \$25 discount off the monthly parking fee of \$100, or a monthly public transportation pass of up to \$50, or \$300 a year toward purchase of a bike.	None.
Retirement Plan	Employer matches 50 percent of Jordan's contributions a year, up to six percent of his salary.	Employer matches 100 percent of Jordan's contributions a year, up to three percent of his salary.
Gym Membership	Jordan gets 30 percent off a \$40-a-month membership at the nearby gym.	Jordan gets a free membership at the gym in the building, which is normally \$30 each month.
Paid Holidays	Employer provides 11 paid days off for holidays each year.	Employer provides nine paid days off for holidays each year.
Paid Time Off	Employer provides five paid vacation days and three paid sick days the first year.	Employer provides 10 days of paid leave the first year which an employee can use for vacation or sick leave.

Which package would you choose and why?