ARDENT WORKSHOP

FREE STARTER · AN ARDENT WORKSHOP TOOL

Total-Comp Comparison

Base salary is a poor way to judge an offer — it hides the bonus, the equity, the match, and what you pay back in premiums and commuting. Fill in each offer's money below, add the pluses, subtract the minuses, and you get one effective annual value per offer. The offer with the higher base isn't always the one worth more.

Pay component	Offer A	Offer B
+ Base salary		
+ Annual bonus (target)		
+ Equity — annual value		
+ Signing bonus ÷ years you'll stay		
+ Other cash (relocation, stipends ÷ years)		
+ Employer retirement match		
– Less: your share of health premiums / year		
– Less: annual commute cost		
Effective annual value		

A planning tool, not financial, career, legal, or tax advice. Value any equity conservatively.