

## **Fifty-Eight Percent of Hiring Managers Are Willing to Increase a Candidate's Salary Offer, CareerBuilder.com Survey Finds**

**- Senior Career Advisor Offers Tips for Negotiating a Bigger, Better Deal -**

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Don't sign the dotted line just yet ... if the salary figure on your offer letter seems too low, it probably is. Fifty-eight percent of hiring managers say they leave some negotiating room when extending initial offers, according to a recent survey by CareerBuilder.com. The survey, titled "Paycheck 2005," was conducted from August 10 to August 22, 2005 of more than 875 hiring managers.

Most hiring managers are accommodating when a candidate asks for a better offer, the survey found. Nearly six-in-ten say they will extend a new offer once, and one-in-ten will extend a new offer twice or more if they really want the candidate. Thirty percent of hiring managers say the first offer is final.

"Attempting to negotiate a better offer is almost always in a candidate's best interest," said Richard Castellini, Vice President of Consumer Marketing and Senior Career Advisor for CareerBuilder.com. "In fact, nearly one-in-ten hiring managers say they think less of a candidate who accepts the first offer. Salary negotiations demonstrate a candidate's determination, persistence and recognition of the value he/she brings to an employer."

Castellini offers these tips for helping candidates negotiate a better job offer:

- Prove your worth. Thirty-four percent of hiring managers say highlighting specific accomplishments and results is the most convincing way for candidates to negotiate a better offer.
- Have strong references. Nearly one-in-three hiring managers say they consider a candidate's references first in salary negotiations. Be sure the former employers and co-workers on your reference list are prepared to give glowing reports of your work.
- Know the market. One-in-ten employers say knowing average salaries for your position and market is the best way to get an edge. Online salary sites, the Bureau of Labor Statistics and industry Web sites are great places to start.
- Leverage your position with care. Thirteen percent of hiring managers say showing an offer from another company and a willingness to walk away is an effective way to negotiate. But be careful with this tactic. It has serious potential to backfire and cost you the job completely.

### Survey Methodology

The survey, "Paycheck 2005," was conducted from August 10 to August 22, 2005. Methodology used to collect survey responses totaling more than 875 hiring managers for this study involved selecting a random sample of comScore Networks panel members. These Web Panel members were approached via an e-mail invitation, which asked them to participate in a short online survey. The results of this survey are statistically accurate to within +/- 3.31 percentage points (19 times out of 20).

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Media Contact:  
Jennifer Sullivan  
(773) 527-1164  
Jennifer.Sullivan@careerbuilder.com

SOURCE: CareerBuilder.com

CONTACT: Jennifer Sullivan of CareerBuilder.com, +1-773-527-1164,  
Jennifer.Sullivan@careerbuilder.com

Web site: <http://www.careerbuilder.com/>

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