

COMPENSATION NEGOTIATION SERVICES

All services are led by the former leader of Executive Compensation at Lululemon, and we help our clients on average achieve a +25% increase in their compensation.



GENERAL SUPPORT

What's included:

- **45 minute prep session.** We discuss how to structure your compensation ask, identify your strengths & how to articulate them, and what elements of compensation & benefits to push on (and how much).
- **Personalized sheet.** Outlines all elements of your current compensation & benefits package, and areas where there may be gaps. Can be used by you for years to come.

Cost: \$175 CAD + tax.



MANAGER & ABOVE SUPPORT

What's included:

- **45 minute prep session.**
- **Personalized sheet.**
- **Contract review & commentary.** Includes areas to push on and ask questions (salary, bonus, equity, sign-on awards, long-term savings programs, flex work, vacation, and more).
- **Equity compensation valuation.**
- **Ongoing support.** By email or text for any quick questions.

Cost: \$650 CAD + tax.

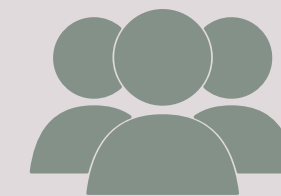


EXECUTIVE SUPPORT

What's included:

- **60 minute prep session.**
- **Personalized sheet.**
- **Contract review & commentary.**
- **Equity compensation valuation.**
- **Senior executive peer analysis.** The same analysis a Board of Director uses to determine your pay, based on publicly disclosed compensation information.
- **Ongoing support.**

Cost: \$2,950 CAD + tax.



CUSTOM PACKAGES

- We create custom packages based on the level of support you might need.
- **Custom features include:**
 - Compensation negotiation scripts.
 - Financial model of your compensation over next 5 years.
 - Email drafting.
 - Ad hoc support.
- For more information, please reach out at: contact@thethoughtfulco.net.
- **[Click here](#) for client testimonials.**