



Free Compensation Sites

Bureau of Labor Statistics

bls.gov

Indeed

indeed.com/salaries

Glassdoor

glassdoor.com/salaries

Payscale

payscale.com

Salary

salary.com

TIP:

Use **multiple** salary data sites to compare similar job titles and job descriptions to get an idea of the average compensation range.

TIP:

List **non-financial benefits** like retirement plans, possible career advancements, or your vacation policy.

Should You Add Salary to the Job Post?

Yes. You should share compensation on the job posting. This will help your job post show up in the correct searches and attract job seekers who are a genuine match for your opening. It's okay to put in a range for the hourly rate or salary.

Avoid using spammy phrases like "unlimited earning potential" or "Make CA\$H" as this could get your post flagged and taken down by job boards.

External vs Internal

External Benchmarking

What you're paying the position compared to other companies in your industry.

Internal Benchmarking

What you're paying the position compared to other employees within your company.