

NAME: _____

DATE: _____

ACTIVITY

Comparing Job Offers

What + Why: Compare two job offers to see why salary is only one part of a decision.

Use the two job offers to compare benefits, schedule, work demands, and personal needs. Then, decide which offer is stronger for people with different life situations.

Instructions:

1. Read both job offers, including the pay, schedule, benefits, and job demands for each position.
2. Complete the Pros and Cons Matrix for both offers.
3. Recommend the stronger offer for each life situation:
 - Young worker
 - Student
 - Parent
 - Someone with physical limitations
4. Support each recommendation with evidence from the job offers. Include at least one pay or schedule detail and one benefit or support detail.
5. For each recommendation, answer: What does this person give up by choosing this job?
6. Be ready to explain one recommendation to the class by using the sentence starter provided.

Job Offer A

Operations Support Coordinator

ClearPath Solutions Group, Corporate Services Division

Position: Operations Support Coordinator

Employment Type: Full-Time, Salaried (Exempt)

ClearPath Solutions Group is pleased to offer you the position of **Operations Support Coordinator**. This offer outlines the terms of employment should you choose to accept.

Compensation

- **Annual Salary: \$58,000**
- Paid bi-weekly
- This is a salaried position; overtime pay is not provided

Schedule & Availability

- Expected workload of **45–55 hours per week**
- Evening and occasional weekend availability required during peak periods
- Office-based or remote/hybrid work environment

Benefits

- Paid Time Off (PTO): 10 days per year
- Paid Holidays: 6 company holidays per year
- 401(k) Retirement Plan:
 - Employer match of 2% of employee contributions
- Medical/Health Insurance
- Dental and Vision Coverage
- Life & Disability Insurance: Employer-paid
- Employee Assistance Program: Counseling and support services

Additional Information

This role requires flexibility, strong organizational skills, and the ability to manage competing priorities in a fast-paced environment.

Job Offer B

Fulfillment Center Team Lead

North Peak Logistics, Regional Distribution Center

Position: Fulfillment Center Team Lead

Employment Type: Full-Time, Salaried (Exempt)

North Peak Logistics is pleased to offer you the position of **Fulfillment Center Team Lead**. This offer outlines the terms of employment should you choose to accept.

Compensation

- **Annual Salary: \$54,000**
- Paid bi-weekly
- This is a salaried position; overtime pay is not provided

Schedule & Work Environment

- Standard daytime schedule, **Monday–Friday (40 hours per week)**
- Work performed onsite at a regional fulfillment center
- This role is **physically demanding** and requires regular lifting and continuous movement
- Clear promotion requirements and pathways provided

Benefits

- Paid Time Off (PTO): 20 days per year
- Paid Holidays: 8 company holidays per year
- 401(k) Retirement Plan:
 - Employer match of 5% of employee contributions
- Medical/Health Insurance
- Dental and Vision Coverage
- Paid Parental Leave: Available to eligible employees
- Life & Disability Insurance: Employer-paid
- Flexible Spending Accounts: Healthcare and dependent care options

Additional Information

This role combines hands-on fulfillment work with team support responsibilities and requires the ability to meet the physical demands of a warehouse environment.

Pros and Cons Matrix

Category	Job Offer A	Job Offer B
Pay		
Benefits		
Schedule		
Job demands		
Future opportunities		
Other important detail		

Recommendations

For each situation, recommend Job Offer A or Job Offer B. Use evidence from the offers and explain the trade-off.

Life Situation	Recommended Offer	Evidence from Job Offers	What does this person give up by choosing this job?
Young worker			
Student			
Parent			
Someone with physical limitations			

Sentence Starter:

For _____, I recommend _____ because
 _____. The trade-off is _____.