

NAME: _____

DATE: _____

CASE STUDY

Compensation Comparison

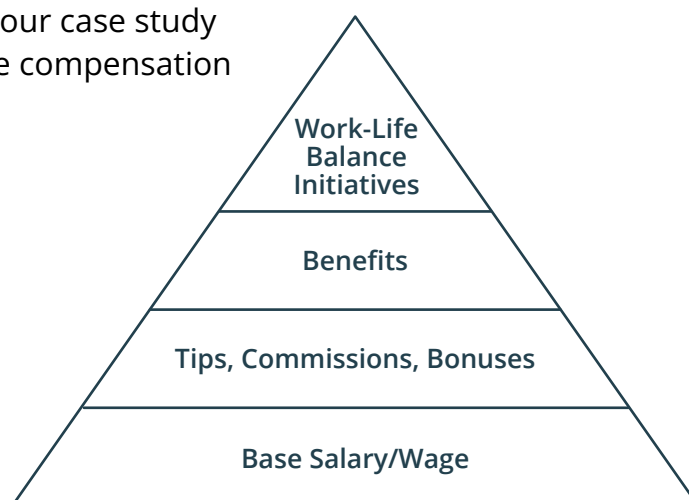
What + Why: Benefits can change what a job offers beyond take-home pay.

In this activity, you will compare Trey's freelance work with one person who receives employer-provided benefits. You will use case study evidence and the compensation cone to explain how benefits, supports, and trade-offs can affect a job decision.

Use the compensation cone to think about our case study profiles' total compensation (all levels of the compensation cone combined).

Supporting Materials:

- Profiles (Case Study)
- Pay Stubs (Case Study)
- Benefits Summary (Case Study)



Instructions:

1. Choose or confirm your assigned case study profile (Kiana, Rafael, or Brianna).
2. Review the case study materials for Trey and your additional person.
3. Compare what each person's work offers beyond take-home pay.
4. Identify whether benefits are contributory, non-contributory, employer-provided, or something the worker may need to plan for independently.
5. Do not calculate exact dollar values for every benefit. Focus on what each person receives, what each person may need to handle independently, and why those differences matter.

Item to Compare	Kiana / Rafael / Brianna	Trey	What this says about total compensation
Direct pay or income			
Non-contributory benefits			
Contributory benefits			
Other supports or perks			
What the person may need to handle independently			
One important trade-off that could affect a job decision			

Reflection:

How could these differences help someone ask better questions before accepting a job offer?

Sentence Starter:

These differences could help someone ask better questions because

_____.