



Are You Paid What You're Worth?

Michael O'Malley

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In this age of downsizing, paycuts, and shrinking health-care contributions, employees on all rungs of the corporate ladder are increasingly baffled by company pay structures, benefits packages, and bonus plans. What might look like a nice raise on the surface often translates into a virtual pay *cut* when all the components are figured in. And what's more, until now, employers have had a monopoly on the knowledge of how these systems actually work, leaving employees virtually defenseless.

Now, in **Are You Paid What You're Worth?**, long-time corporate insider and compensation consultant Michael O'Malley exposes the inner workings of compensation systems and provides a specific formula that allows anyone--from the cubicle-dweller up to the CEO--to determine his or her own competitive worth. Packed with practical tips and strategies, and spiced with real-life examples from big-name companies, **Are You Paid What You're Worth?** arms you with the information, confidence, and strategies you need to:

Compute the overall market worth of your job

Increase your base salary, or negotiate a salary at a new job

Improve your chances of receiving bonuses and other cash/non-cash awards

Know the pros and cons of different equity plans, and what to look for in company benefits

Increase the total compensation package you receive from your employer

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Michael Cardona:

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