



Cost of benefits for tech personnel in the USA

#	Benefit	Cost
1	Health insurance Depends on company size, location, position and role, industry norms and competitors	\$400-\$700 per family member per month
		\$4800-\$8400 per family member per year
2	Recruitment service In case the client pays a flat fee for each hire	\$1,000-\$5,000 per placement
3	Sign-up bonus May depend on experience, location, specific tech stack, etc.	Entry-level \$5,000-\$10,000
		Mid-level \$10,000-\$20,000
		Senior-level \$20,000-\$30,000
4	Restricted stock units, equity, or stock options May depend on experience, location, etc.	Entry-level 20% to 40% of total compensation
		Mid-level 30% to 60% of total compensation
		Senior-level 40% to 80% of total compensation
5	Bonus May depend on individual performance, team performance, or company-wide goals	Entry-level 10% to 20% of base salary
		Mid-level 15% to 30% of base salary
		Senior-level 20% to 50% of base salary



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6	Retirement plan Depends on location, job title and level, compensation package structure, current market conditions	Entry-level 2-5% of total compensation
		Mid-level 4-8% of total compensation
		Senior-level 6-12% of total compensation
7	Relocation package A few months of living expenses, moving expenses, relocation assistance	\$5000-\$15000
8	Severance pay Depends on location, job title and level, compensation package structure, current market conditions	1-6 months of salary