

“Tell us your salary history.”

Here we go – another employer wants my salary history. It’s none of their business. I want a higher salary. What’s my old salary got to do with it?

“It’s the policy.”

My finances are private! They haven’t even interviewed me yet. Besides, I don’t even know that I want the job.

“We can’t continue without your salary.”

They won’t let me complete the application form if I don’t disclose my salary. I really don’t want to tell. How can I say NO and still get an interview and the best possible offer?

“Employers want your salary information

because they believe that if you apply for a job that starts at \$50,000, but you made \$30,000 in the same sort of job at your last company, they’d be overpaying. They’d want the opportunity to buy you for \$35,000 to start, saving them \$15,000.

“The HR person who does that gets many kudos for their shopping moxie from their boss, and gets to keep their job and go on many more shopping trips.

“I’ve been a vice president of HR, a recruiter, a labor negotiator and a candidate, so I know from which I speak... I am so dismayed that someone pays you to hand out this kind of information.”

– Complaint submitted by a human resources executive after she read Keep Your Salary Under Wraps.

Introduction

KEEP YOUR SALARY UNDER WRAPS is about how to get paid what you're worth, without letting an employer use your old salary to cap a job offer. The statement by the HR executive on the preceding page says it all: Employers use your salary history to limit job offers as a matter of policy.

Unless you know how to say **NO** just the right way, any new job offer you receive may be limited unnecessarily by your salary history. *Don't let employers set you up for low job offers.*

This Answer Kit has three parts:

Q&A

We'll start with a question from a job hunter who is worried about giving up private information that an employer could use to put an artificial cap on a job offer. I'll explain how employers use various methods to obtain your salary history.

Keep Your Salary Under Wraps

Then we'll explore in detail why your past salary is no one's business, and why disclosing it hurts you *and* the employer. I'll show you how to say **NO** and how to prompt higher salary offers from employers who will judge you by *what you can do*, not by what someone else paid you.

Crib Sheet

To help you every step of the way, I've included a crib sheet at the end of this Answer Kit. It's full of reminders about how to say **NO** to demands for your salary history *politely and with authority*—so you'll have the opportunity to say, "Pay me more because I'm worth it."