

The Thoughtful Co.



Negotiation Services

We specialize in guiding women through the intricacies of compensation and contract negotiations to get you paid what you deserve. With our quick turnaround times, we can provide our services within 24-48 hours.

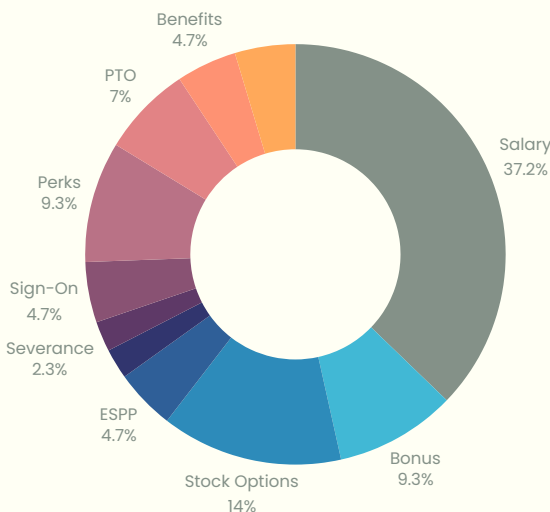
Our team of experts, led by the former head of Executive Compensation at Lululemon, brings extensive expertise to give you a competitive edge in confidently advocating for the compensation you deserve.

Employers Our Clients Have Negotiated With



Our Clients Receive a 25% Increase, on Average, in their Total Compensation

We help you think holistically about your pay



Client Case Study

Industry: Technology.
Level: Executive.
Situation: New job offer.

Outcome After Working With Us

+25% increase in annual cash compensation.
+\$125K annual equity grant.
+\$80K sign-on bonus.

Client Case Study

Industry: Engineering.
Level: Senior.
Situation: New job offer

Outcome After Working With Us

>10% increase in annual cash compensation.
+Secured first year bonus.
+\$30K sign-on award.
+Equity ownership.

Please reach out to us if you're interested in learning more

Instagram: [@thethoughtful.co](https://www.instagram.com/thethoughtful.co) | **Website:** www.thethoughtfulco.net | **LinkedIn** | **Email Us**

The Thoughtful Co.

Services & Fees

PREP SESSION: FIND YOUR NUMBERS & YOUR VALUE

Using our comprehensive workbook, we review your entire compensation package, from salary to one-time awards to allowances, to determine what should be negotiated. Next, using our extensive internal market database, as well as external survey data, we help you align on the numbers to ask for. Lastly, we talk through your skills and strengths so you understand your value, and can powerfully articulate it.

Format: 45 minute virtual session. Cost: \$195 + tax.

PREP SESSION: NEGOTIATE WITH CONFIDENCE

Using our exclusive compensation negotiation script, we help you structure a compensation "ask" you can feel confident in. Each script is tailored to your specific role, responsibilities and strengths to maximize your impact and help get you the compensation you deserve. We scenario test different situations that might come up during a negotiation to ensure you feel prepared for anything.

Format: 45 minute virtual session. Cost: \$195 + tax.

PACKAGE: NEGOTIATE FOR THE PAY YOU DESERVE

Book both prep sessions above and save \$40. Both sessions are offered within a 48 hour window. ****This package supports our clients on average achieving +25% increases in their compensation****

Cost: \$340 + tax. Looking for more comprehensive email support? Check out our Ongoing Support Package on the next page.

**Best
Value**

Any ad hoc support: \$195 + tax per hour, billed in 10 minute increments.



Services & Fees

EMPLOYMENT CONTRACT REVIEW

Empower your career decisions. We provide expert insights and commentary on your contract on critical elements like salary, bonus, equity, sign-on awards, and more. Learn where to push for more and ask strategic questions.

Cost: \$250-\$585 + tax, depending on complexity of contract.

PREP SESSION: ADVOCATE FOR YOURSELF

Discover your unique value and strengths with personalized guidance. Learn to articulate your impact and confidently advocate for your worth during crucial work discussions. Ideal for those facing performance reviews, working towards promotions, or wanting support in setting boundaries and navigating tough conversations. Elevate your professional presence today.

Format: 45 minute virtual session. Cost: \$195 + tax.

PACKAGE: ALL YOUR BASES COVERED

Includes: Prep Session: Find Your Numbers & Value + Prep Session: Negotiate With Confidence + Employment Contract Review.

Cost: \$690 + tax.

**Best
Value**

PACKAGE: ONGOING SUPPORT

Includes: Prep Session: Find Your Numbers & Value + Prep Session: Negotiate With Confidence + Ongoing email support for two weeks. Document review not included.

Cost: \$450 + tax.

The Thoughtful Co.

About Us

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The Thoughtful Co. reviewed an offer I had and provided me with a much needed sanity check, particularly on private company stock options. They were insightful, knowledgeable, **raised the right questions and understands the nuances in programs across various industries.** I highly recommend both The Thoughtful Co!

Director, Tech Industry

“

The Thoughtful Co provided me with so much insight and confidence for my last contract negotiation. With their expertise and support, I ended up asking for and securing 10% more than I was planning to before our call! This was the third time I've come to them for negotiation guidance and **cannot imagine going through the process without them.**

Strategy Consultant

“

I cannot express how grateful I am for having The Thoughtful Co's guidance and expertise throughout my recruitment journey. They **gave me the confidence to negotiate an offer that I was ultimately thrilled with** after four months of intensive recruiting. The team offers the type of support I think every woman would really benefit from.

Manager, Advertising

Jillian Climie (she/her)

Jillian Climie, Co-Founder of The Thoughtful Co., has spent her career advising and leading teams in executive compensation and corporate governance, both as a consultant, and in-house at two global retailers. Most recently at Lululemon, she led the global equity and executive compensation programs. After taking a pause, she realized she wanted more of three things in her professional life: thoroughness, passion and freedom. She Co-Founded The Thoughtful Co. so she can leverage her technical experience to empower women to get paid what they deserve and employers to build inclusive workplaces.



Sophie Warwick (she/her)

Sophie Warwick, Co-Founder of the Thoughtful Co., specializes in developing in-house gender equity policies and chairing Employee Resource Groups and advocacy groups. She uses her data analysis expertise from her engineering background to define targets and track growth and retention. In 2018, she Co-Founded Women in Consulting Engineering (WCE), a non-profit organization with over 1,000 members and monthly events to support and empower women in engineering. She co-founded The Thoughtful Co. so she could build more gender inclusive workplaces and build representation of women at senior levels in all industries.

Please reach out to us if you're interested in learning more

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