

Benefits Worksheet: Total Annual Compensation for Interns & Associates

In addition to base salary, total compensation includes all benefits provided by the employer. Use this worksheet to evaluate the total compensation provided with an employment offer to ensure it meets your financial needs.

Compensation or Benefit Type	Annual Amount
Base Salary	
Emergency Fees (<i>avg amount paid per intern/associate per year over the past 3 years</i>)	
Other Income (<i>horse shows, regulatory work</i>)	
SUBTOTAL	
Retirement Match Percentage (<i>avg amount paid per intern/associate per year over the past 3 years</i>)	%
Retirement Match Flat Amount (<i>avg amount paid per intern/associate per year over the past 3 years</i>)	
Signing/Relocation Stipend	
CE Expense Budget	
AAEP Dues	
AVMA Dues	
Other Association Dues (<i>non-AAEP/AVMA</i>)	
State Licenses	
DEA Fees	
Liability Insurance	
Medical Insurance/HSA	
Dental Insurance	
Vision Insurance	
Disability Insurance	
Apparel Stipend (<i>or estimated value of provided logo wear</i>)	
Cell Phone Stipend (<i>or estimated value of provided phone</i>)	
Housing (<i>if housing provided, use https://www.huduser.gov/portal/datasets/fmr.html to estimate value of that housing, otherwise include amount of stipend or assistance provided</i>)	
Peer Group Expenses Paid by Practice	
	Total \$



Developed by the
AAEP Compensation Subcommittee 2024