Talk Salary When

(Stacy Thomas) When you're interviewing with companies and speaking with them about potential job opportunities, the most appropriate time to bring up salary would be during that second round interview, if you have that option available to you.

So the first round interview, generally is to go get to know you. And find out if you have those leadership skills, if you have those qualities about you that would fit well with the job. Very informal, again, kind of get to know you. During the second round interview generally is a site visit. That's a time when it's appropriate to ask the hiring manager, "What does this position pay? Is this negotiable? What does the total package include?"

I think it's very important for potential candidates to understand it's not just your paycheck that you're making. It's about the total compensation package. Benefits, retirement and savings, 401K plans, moving packages. Think about all of that, and factor that into the whole package.