

Offer Letter Counter Negotiation

Date: [Insert Date]

To: [Manager's Name]

From: [Your Name]

Subject: Counter Offer for Performance Review Terms

Dear [Manager's Name],

Thank you for extending the offer for the [Job Title] position. I am excited about the opportunity to contribute to [Company Name] and work alongside such a talented team.

After reviewing the performance review terms outlined in the offer letter, I would like to propose a few modifications that I believe would better align with my professional goals and contributions to the organization:

- **Performance Review Frequency:** I would like to suggest that performance reviews be conducted bi-annually rather than annually.
- **Criteria for Evaluation:** I propose that the evaluation criteria include specific measurable goals that align with my role and responsibilities.
- **Feedback Mechanism:** It would be beneficial to incorporate a 360-degree feedback mechanism to provide a well-rounded performance assessment.

I believe these adjustments will not only support my growth but also enhance my contributions to the team. I am more than willing to discuss this further and reach a mutually beneficial agreement.

Thank you for considering my suggestions. I look forward to your response.

Sincerely,

[Your Name]

[Your Contact Information]