**COUNTER OFFER LETTER**

May 1, 20XX

Sofia Flores  
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Dear Mr. Recruiter,

Thank you for offering me the Software Developer position. I’m very excited to start contributing to Company Z. Before I can accept however, I would like to discuss the company policy of pay brackets. I understand that I have more experience and qualifications than other developers in my team which is why I was placed at the top of pay bracket 4. However, it is more difficult to switch pay brackets than moving up in the same pay bracket. Therefore I would like to request being placed at the bottom of pay bracket 5.

Although the salary is a little lower than my current offer, I plan to stay for a long time, so I would like a better chance of getting raises. I’m confident that I can bring a lot of value to the company; I hope that we can come to a mutual agreement.

Thank you,

Regards,

XYZ