



Compensation & Rewards

At **CrossOver Talent**, we believe that exceptional work deserves exceptional rewards. Our benefits are designed to support your well-being, enhance your productivity, and help you thrive both personally and professionally.

12 + 1 Month Salary

All team members receive an **additional month's salary** each year as a **year-end bonus**, on top of performance-based incentives - a token of appreciation for your hard work and commitment.

Work Flexibility

- **Remote-First Culture:** Work from anywhere - whether it's your home, a café, or the beach. We trust you to get the job done with flexibility and autonomy.
 - **Flexible Hours:** Balance your workday to match your productivity rhythms and personal priorities.
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Connectivity Support

- **Mobile & Internet Reimbursement:** Stay connected with monthly reimbursements for mobile and high-speed internet expenses.
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Health & Wellness

- **Group Health Insurance:** Comprehensive coverage for you and your immediate family, ensuring peace of mind when it matters most.
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Time Off & Holidays

- **40 Days Off Annually:** Including public holidays, vacation, casual and sick leaves, and optional holidays - because rest is productive, too.
- **Paid Birthday Leave:** Take the day off to celebrate.