

Ciklum Spain

Flexible remuneration

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Flexible Remuneration

Higher net salary and a variety of options

- Get higher **net salary**
- Your **flexibility** is the key: choose, modify and enjoy your choice
- **Voluntary** participation: you decide
- Products and services with **better price**: collective vs individual
- We offer different options: **learning, family care, leisure, transport**
- **We CARE!**

Tax-exempt products

Medical Insurance	Restaurant	Kindergarten	Transport	Training
Employee (covered by the company already) + spouse + children (can be added voluntary at employees own cost)	Restaurant Card (linkable to mobile wallet) Valid on Delivery and TakeAway	Authorised establishments 1st cycle infant education (0-3 years)	Collective public transport Transport Card (linkable mobile wallet)	Relevance for professional activity
Exemption: up to 500€/year per insured	Exemption: 220€/month	Exemption: No exemption limit	Exemption: 1.500€/year	Exemption: No exemption limit

Why Ciklum Spain?

<h3>Personal growth:</h3> <ul style="list-style-type: none"> • Global projects • Skilled colleagues • Latest technologies • Centres of Excellence 	<h3>Place for your development</h3> <ul style="list-style-type: none"> • Udemy license • Tailored education path • Challenging projects 	<h3>Care</h3> <ul style="list-style-type: none"> • Comprehensive benefits package • Flexible working hours • Option to work remotely (as per projects)
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Stay tuned:

- Follow our social media for:
- Events and talks announcements
 - Postings of hot opportunities
 - Media publications
 - Ciklum's life news

