



Compensation, Benefits, and Wellbeing

Learn about our total compensation package, including wellness practices and flexible work options, as well as the intangible advantages that make us unique.

Total Compensation Package

Our most valuable asset is our dedicated team of employees who work with commitment and passion to support Root's mission. Our philosophy centers around being an employer of choice, enabling us to hire skilled and diverse talent, effectively managing and developing them, and maximizing their full potential. This commitment is evident in every aspect of our compensation program.

Data-Driven Approach

We base our compensation decisions on robust market data, ensuring that our salary ranges are competitive and reflective of market standards.

We carefully select market positioning to determine appropriate salary levels for each position.

Local Competitiveness

Our compensation program is grounded in the local market where each employee works. We strive for equity by ensuring that salaries are equally competitive across all markets.

Beyond base salary, we offer a comprehensive benefits package that is locally competitive.

Incentive Pay

We recognize and reward exceptional performance through incentive pay. This encourages employees to excel and contribute to our collective success.

Professional Growth Opportunities

Our commitment extends beyond compensation. We provide ample opportunities for professional development and growth.

Flexibility Work

We acknowledge that providing a flexible working environment enhances staff satisfaction and work-life balance. We offer various types of work arrangements, which are determined based on the specific role and require prior discussion individual managers.



In Office



Hybrid



Remote



**Temporary Remote
(Exceptional)**

Benefits

Root Capital's staff benefits program is designed to comply with the legal benefits of each country where we operate, in addition to providing extra benefits that promote the well-being of our staff. These benefits aim to enhance comfort, quality of life, and financial stability. While we follow a standardized base, each region may have differentiated benefits based on what best supports well-being.

Sick & Excused (Special leaves, including birthday)

We provide special leaves to attend to illness or emergency situations, including birthdays.

Mid-Year Break (Three days in July or August)

We offer an extra break during the middle of the year to recharge.

Global Rest at the End of the Year (Closed offices)

We offer an extra break during the end of the year to recharge.

Private Medical and Life Insurance

We protect the health and well-being of our staff.

AIG International Travel Insurance

We ensure safe experiences for our travelers during their trips.

Competitive Vacations

We offer adequate time off so our employees can recharge.

National Holidays (Compensatory if they occurred on a weekend)

We guarantee that our staff enjoy national holidays, even if they fall on a weekend.

Prioritizing Staff Well-Being

As an international, multifaceted, high-impact, continuous-learning team, we place strong emphasis on the well-being of our staff. Here's how we prioritize well-being:

Flexible Schedules

A regular work week at Root Capital is Monday through Friday, with a framework of 8 working hours per day.

A flexible schedule is coordinated in advance with the manager, allowing our staff to adapt their workday according to their needs.

Recognition for Work

At Root Capital, we recognize the importance of valuing staff who perform well.

Recognition increases staff confidence and motivation in their performance.

Positive Work Environment

We promote a positive, supportive work environment with a culture of trust.

Our goal is for each person to feel comfortable, productive, and aligned with the organizational values and principles of leadership.

Reconciliation of Personal and Family Life

We create conditions that allow staff to optimally fulfill their work and family responsibilities.

We value the balance between personal and professional life.

Diversity, Equity, Inclusion, and Belonging (DEIB)

We create conditions that allow staff to optimally fulfill their work and family responsibilities.

We value the balance between personal and professional life.