

Splunk Benefits

Benefits are an important part of your Total Rewards package at Splunk so it's a priority for us to offer a competitive and valuable employee benefits program. Each year, we review our current offering against the hi-tech market to ensure consistency with Splunk's benefit philosophy. We hope our benefits offering reflects the value that we place in each and every Splunker and provides you with a level of comfort and security, whether you're working at the office or spending time away with friends and family.

Please refer to the plan documents for the specific eligibility requirements, additional details on the plans, including exclusions and limitations.

IMPORTANT UPDATE: The Splunk benefits below may be subject to change based on Cisco onboarding activities. Please check out the [Splunk Welcome Hub](#) for more information on the Cisco Benefits.

Group Insurance Eligibility & Enrollment

<p>ELIGIBILITY</p>	<p>Regular full-time Splunkers, spouse (domestic partner and same sex partner), and single children up to 30 years old are eligible to enroll in Splunk's supplemental medical and dental plan with the waiting periods listed below. Your enrollment will be first day of the hired month and upon separation of Splunk, will terminate on the last day of the applicable month.</p> <p>The National Health Agency (ANS) is the regulatory institution responsible for the Health/Dental plans and determines that plans with less than 29 lives must fulfill a waiting period. New hires can present a waiting period declaration form from your former provider to our local benefits broker (SCIATH) and they will be able to negotiate with the carrier an exemption of the waiting period or a reduction in wait.</p> <p>The waiting periods will be applied if the contract has under 29 active lives or/and for inclusions (new hire or dependent) finalized after 30 days of the hire/marriage/birth date (please check this information with the local broker, Sciath).</p>
<p>COST</p>	<p>Splunk pays 100% of the premium for you and your eligible dependents.</p>
<p>ENROLLMENT & CHANGES</p>	<p>You will need to complete the forms and provide the personal documentations below to enroll in our medical and protection plans. Coverage begins on the first day of the hire, birth or marriage and upon separation of Splunk, will end on the last day of the month considering the notice period.</p> <p><u>Group Health Plans</u></p> <ul style="list-style-type: none"> • Care Plus Group Health and Dental Form

Group Life Insurance Plan

- Prudential Designation Form

Other Documentation:

- Copies of employment bond (registration or contract in labor card – pages: civil qualifications, photo page and contract page)
- Copies of National ID (RG) and Individual Taxpayer Card (CPF) or Driver’s License (CNH).
- Dependent Information:
 - a. Spouses: Marriage certificate or marital affidavit; copies of National ID (RG) and Individual Taxpayer Card (CPF) or Driver’s License (CNH)
 - b. Child(ren): birth certificate; copies of National ID (RG) and Individual Taxpayer Card (CPF) or Driver’s License (CNH)

You will be automatically enrolled in the Family Planning, BTA, and Modern Health plans.

If you have a mid-year life event (such as a new baby, marriage or divorce) it is important that you inform Splunk Benefits and our local benefits broker within 30 days of the event. You will be required to present the respective certificates (marriage, notarized marriage affidavit, birth, adoption, custody).

Health

Health insurance in Brazil is regulated by a government agency called Agência Nacional de Saúde (ANS). The ANS determines the standard coverage (minimum coverage) that applies to every Health Insurance Carrier in Brazil. As a result, coverage provided by every carrier is very similar (almost equal). What differentiates one carrier from another is the network of hospitals/clinics/doctors provided and the value of reimbursement for procedures performed outside the accredited network.

The waiting periods below will be applied if the contract has under 29 active lives or/and for inclusions (new hire or dependent) finalized after 30 days of the hire/marriage/birth date (please check this information with the local broker, [Sciath](#))

The following is a summary of the key benefits under the CAREPLUS plan:

MEDICAL

WAITING PERIOD – Medical	
Urgency and emergency	24 hours
Doctor visits	30 days
Simple exams	30 days
Vaccines	30 days
Sclerotherapy	180 days
Radiotherapy	180 days
Dialysis and Hemodialysis	180 days
Hemotherapy	180 days
Physiotherapy	180 days
Speech Therapy	180 days

Acupuncture	180 days
Psychiatry and interments resulting from psychiatric disorders and chemical internments	180 days
Hospital internment and high complexity procedures	180 days
Outpatient surgeries in doctor's office or hospital facilities	180 days
Maternity	300 days
Pre-existing illnesses and injuries	24 months

Health Check-Up	<ul style="list-style-type: none"> ● All Splunkers are entitled to one (1) health check-up per year with the following providers: <ul style="list-style-type: none"> ○ Instituto do Sono (SP) ○ Delboni Auriemo (SP) ○ Club DA Medicina Diagnóstica (SP) ○ Centro de Diagnose do HCor – Hospital do Coração (SP) ○ Alta Excelência Diagnóstica (SP) ○ Hospital Sírio Libanês (SP) ○ Laboratório Fleury (SP) ○ Laboratório Vita Check-Up (RJ) ○ Laboratório Med Rio (RJ) ○ Centro de Medicina Nuclear da Guanabara (RJ).
Preventative Vaccines	<ul style="list-style-type: none"> ● To view a list of preventative vaccines, please click here (page 15) ● Please confirm if the vaccine is available at the provider and request prior authorization. ● Coverage is also available through reimbursement, please request a reimbursement prior. ● To view a list of accredited networks in Sao Paulo (page 16) ● To view a list of accredited networks in Rio de Janeiro (page 17)
Coverage	<ul style="list-style-type: none"> ● Clinical and surgical hospitalization, maternity, casualty attendance ● Medical fees, elective medical appointments, complementary exams ● Refractive surgery – 5 to 10 degrees ● Acupuncture ● Physiotherapy ● Kidney, cornea and bone marrow transplant ● Radiotherapy, chemotherapy, dialysis and hemodialysis
Reimbursement	<ul style="list-style-type: none"> ● Doctor Appointment – Master I – BRL 1.349,45 ● For other procedures as therapies, exams, surgeries, etc. request a reimbursement prior.

DENTAL

Dental insurance in Brazil is also regulated by a government agency called Agência Nacional de Saúde (ANS). The ANS determines the standard coverage (minimum coverage) that applies to every Health Insurance Carrier in Brazil. As a result, coverage provided by every carrier is similar.

The waiting periods below will be applied if the contract has under 29 active lives or/and for inclusions (new hire or dependent) finalized after 30 days of the hire/marriage/birth date (please check this information with the local broker, [Sciath](#))

The following is a summary of the key benefits under the ODONTO MASTER plan:

WAITING PERIOD – Dental	
Urgency and emergency	24 hours
Radiology in doctor's office	24 hours
Diagnostic appointment	30 days
Prevention	30 days
Pediatric dentistry	30 days
Special patients	30 days
Dentistics	90 days
Periodontics	90 days
Surgeries	90 days
Endodontics	90 days
Radiology in a radiologic clinic	90 days
Prosthesis	180 days
Orthodontics	180 days

Dental Co-Payment	<ul style="list-style-type: none"> • Not applicable
Coverage	<ul style="list-style-type: none"> • Preventative • General clinic • Emergency • Pediatric • Periodontics • Surgery • Radiology
Coverage Differentials	<ul style="list-style-type: none"> • Prosthesis • Teeth Whitening • Tomography
Orthodontics	<ul style="list-style-type: none"> • Fixed, esthetical orthodontic braces (ceramic/national porcelain) • Fixed, metallic orthodontic braces (national) • Basic, special, periodontal, orthopedic and orthodontic documentation • Maintenance: only available for covered braces
Reimbursement	<ul style="list-style-type: none"> • Dental Appointment – Odonto/Master – BRL 364,55 • Please Note: <ul style="list-style-type: none"> ○ It is important to send detailed information on your procedures with individual values ○ For surgeries, root canal treatment and prosthesis, initial and final x-rays must be sent along with your claim.

Financial

<p>LIFE INSURANCE</p>	<p>All new Splunkers are entitled to group life insurance provided by Prudential with the following coverages:</p> <ul style="list-style-type: none"> • Term Life Insurance: 24x monthly base salary <ul style="list-style-type: none"> ○ Designated beneficiaries receive an indemnity equivalent to 100% of your capital in case of natural death. • Natural Death: 100% of your capital • Accidental Death: 100% of your capital • Natural Death – Spouse: 50% of your capital • Natural Death – Children: 10% limited to BRL 15.000,00 of your capital • Total Permanent of Partial Disability by Accident (PD): <ul style="list-style-type: none"> ○ You will receive an indemnity of up to 100% of the insured capital in case of your total permanent or partial disability due to accident • Total Permanent Functional Disability by Disease: <ul style="list-style-type: none"> ○ You will receive advance payment of the insured capital in case of your total permanent functional disability due to a disease that causes independency loss • Family Funeral Assistance: <ul style="list-style-type: none"> ○ Your family is entitled to funeral assistance in case of death up to BRL 7.000,00 <p>Prudential Group Life Insurance Designation Form</p>
<p>BUSINESS TRAVEL & ACCIDENT (BTA) INSURANCE</p>	<p>Splunk has partnered with Chubb to provide accident, travel, and medical coverage whilst on business related travel outside your home country. In addition, coverage includes personal incidental travel of up to 7 days, medical and security evacuation, lost baggage assistance, theft of personal property, etc. For details, please visit the link below.</p> <p>BTA Policy and ID Card</p>
<p>MEAL VOUCHERS</p>	<p>Splunk offers meal vouchers through Swile for all Splunkers on Brazil payroll. You will have R\$33.15 per day available on your Swile card. The meal voucher program is fully funded by Splunk. For details, please visit the link below.</p> <p>Meal Voucher FAQ Presentation.</p>

Time Off

<p>PAID HOLIDAYS</p>	<p>You are entitled to statutory holidays observed in Brazil. To view a list of holidays, please refer to Splunk' holiday schedule.</p>
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<p>ANNUAL LEAVE</p>	<p>In addition to the usual public holidays, you are entitled to 30 calendar days of vacation/annual leave time off per calendar year. Your vacation entitlement will be acquired only after one (1) year of continuous employment. In addition, you are required to take vacation within one (1) year following the date when such right to vacation is acquired.</p> <p>When scheduling your annual leave, give your manager as much notice as possible. Splunk will make reasonable efforts to accommodate your requests, but all time off is subject to prior approval. You are required to submit information regarding your use of annual vacation via Workday.</p> <p>Brazil Time Off Program</p>
<p>SICK</p>	<p>You are entitled to up to a maximum of five (5) working days paid absence in any calendar year. You are required to submit time off via Workday.</p> <p>Brazil Time Off Program</p>
<p>BEREAVEMENT</p>	<p>Splunk offers up to five (5) days paid time off for Splunkers who experience a death in their immediate family and three (3) days paid time off for extended family to grieve their loss. Immediate family members include parents, spouse, or child(ren) including miscarriage and stillbirth. Extended family includes siblings, grandparents, parents-in-law, grandparents-in-law, or grandchildren. Please request bereavement leave by submitting a Time Off Request.</p>
<p>LEAVES OF ABSENCES</p>	<p>For leaves of absences, including maternity, paternity, and military/reservist leave, please submit a Leave Request.</p>

Help and Support

We hope you've got a good idea what Splunk offers to you as an Splunker. If you have any questions, please contact the following:

Group Insurance (i.e. medical, dental, and life insurance)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites/Presentation
<p>Sciath Karina Santos karina.santos@sciath.com.br</p>	<p>Splunk People Operations Team spot@splunk.com</p> <p>Time Off Request</p> <p>Leave Request</p>	<p>Spark Wellbeing</p> <p>Benefits & Wellbeing</p> <p>Pwny Perks</p> <p>Swile</p> <p>Benefit Presentation</p> <p>Splunk Service Portal</p>

Please note that any payments, rights or entitlements under the Company benefit plans will be governed by the terms of the formal plan documents or policies establishing the benefit in issue, and your rights on termination of employment with respect to the Company benefit plans will be governed by the termination provisions of the benefit plans. The Company may modify or terminate benefits from time to time as it deems necessary or appropriate.