

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.

Spark Wellbeing

SPARK WELLBEING

Spark, Splunk's Global Health & Wellbeing program, is a holistic, needs- and evidence-based plan, designed to provide Splunkers with the support they need to lead a healthy, happy, energized, and purposeful life. This long-term investment in the energy, health, and wellbeing of Splunkers is designed to transform organizational energy, wellbeing and contributes to the long-term strategy of the company.

We offer a variety of programs and resources across 5 different pillars of health & wellbeing: Purpose, Emotional, Mental, Physical and Financial. Splunk is committed to helping you ignite your wellbeing and look forward to supporting you on your journey. For details, please visit the link below.

[Spark / Spark Events](#)

PWNY PERKS

What stands between you and your wellbeing? More workouts per week? Some meditation classes? A weekend getaway? Whatever your answer, the Pwny Perks program can help make your wellbeing journey a little smoother. We recognize that each Splunker has different needs, and we want to support you by letting you choose from a comprehensive list of wellbeing-related items on a reimbursement basis. For details, please visit the link below.

[Pwny Perks](#)

MENTAL WELLBEING

Modern Health is a mental wellbeing solution that provides digital courses, meditations, certified coaches, and licensed therapists all within a single mobile platform. Their model is grounded in evidence-based approaches, primarily Cognitive Behavioral Therapy, Acceptance and Commitment Therapy, Motivational Interviewing, and Mindfulness. Dependents must be at least 13 years of age to be eligible for therapy sessions and 18 years of age for coaching sessions. For details, please visit the link below.

[Modern Health / Employee Assistance Program – Work-Life Services](#)

EMPLOYEE ASSISTANCE PROGRAM	<p>Splunk's Global Employee Assistance Program (EAP)/Work-Life Services administered by Modern Health and its 3rd party partners provides 24/7 phone line crisis support. In addition, Splunk's work-life services offer financial consultations and resources, legal consultations with an attorney, online and assisted searches for child and elder care, home improvement, veterinarians and much more! You and your covered dependents can also access a wide range of free concierge services to help with everyday tasks. For details, please visit the link below.</p> <p>Modern Health / Employee Assistance Program – Work-Life Services</p>
FINANCIAL WELLBEING	<p>Origin is a financial wellbeing solution that provides Splunkers unlimited one-on-one access to local financial professionals, where you can start setting some serious financial goals and get support with your every money move. Origin can help you make the most of your Splunk compensation and benefits, create and reach your savings goals, and conquer your financial future with confidence. The benefit is free, secure, and confidential. For details, please visit the link below.</p> <p>Origin Financial Wellbeing</p>
FAMILY PLANNING	<p>Splunk offers a comprehensive fertility and family forming benefit through Carrot. Carrot's inclusive fertility and family-forming benefits program is designed to support every unique parenthood journey. Carrot's program covers fertility education and assessments, fertility preservation (egg, sperm, and embryo freezing), in vitro fertilization (IVF), donor-assisted reproduction including gestational carrier services, and adoption. Coverage operates on a reimbursement basis and follows country-specific taxability rules. For country-specific reimbursement details and information on the program, please visit the link below.</p> <p>Family Planning Benefits</p>
SPLUNK FOR GOOD	<p>Splunk for Good is Splunk's Corporate Social Responsibility Program. From the USD 100 million Splunk Pledge to community volunteering and partnerships with organizations across sectors, our mission is to inspire action and create opportunity through our people, partners, and data. We offer 5 business days per year of paid volunteer time off to be used for participation in local volunteer opportunities and contribution matching. We encourage all Splunkers to give back to the communities in which we live. For details, please visit the link below.</p> <p>Splunk For Good</p>

Group Insurance Eligibility & Enrollment

ELIGIBILITY	<p>Regular Splunkers are eligible for medical, life, and disability coverage on the first of the following month from date of hire or on the first if hired on the first of the month.</p> <p>Spouse/domestic partner and dependent children up to age 19 can be added to the medical plan. Upon separation from Splunk, your benefits will cease at the end of the applicable month.</p>
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COST	For pension, you are eligible after three (3) months of employment. Eligibility for Family Planning, BTA, meal allowance, transportation allowance, and EAP/Modern Health is as of date of hire. Benefits will terminate upon separation from Splunk.
	Splunk pays 100% of the premiums for you and your eligible dependents. The premium for life and disability is benefits-in-kind and therefore will be taxable to you.
	<p>You will be automatically enrolled in life, disability, BTA, meal allowance, transportation allowance, and EAP/Modern Health plans. Participation in the Splunk Medical plan is voluntary. Petra with MAI will reach out to you on the enrollment along with adding any eligible dependents. You can also reach out to Petra Petru to let her know you want to participate in the Splunk Medical Plan.</p> <p>To enroll in the pension plan, please reach out to our pension consultant Zdeněk Jakubínský from Fintalk within three months of hire (probation period).</p> <p>Changes to certain benefits can be made if you have experienced a life event such as a birth, marriage, divorce, or death. To make a change or for more information, please create an HR Case in the Splunk Service Portal.</p>

Health

MEDICAL	<p>Splunk provides a Platinum medical policy through Canadian Medical to Czech Splunkers to assist with the cost of care in case of illness or accident. The following benefits are provided to you and your eligible dependents:</p> <ul style="list-style-type: none"> • Preventative exams & outpatient services • 24/7 online doctor access with video-calling • Hospitalization in a premium room • Unlimited home visits by a physician • Access to a personal care coordinator • Prescription drugs • Lab tests • Physiotherapy • Vaccinations • Dental preventative exams (2x per year) & emergency services <p>After your enrollment is completed, Canadian Medical will send you a Welcome Letter.</p> <p>Canadian Medical Platinum (Czech) Canadian Medical Platinum (English)</p>
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Financial

RETIREMENT	<p>You have the option to select a pension carrier along with desired investment strategy. To enroll, please reach out to our pension consultant Zdeněk Jakubínský from FinTalk within three months of hire (probation period). FinTalk will provide an overview of your options; if you currently have an active contract with your previous employer (please provide that contract to FinTalk), they can assist with rolling it over to Splunk.</p> <ul style="list-style-type: none"> • Splunkers who have completed the probationary period (3 months) are eligible for the pension plan. • Splunk contributes 3% of pensionable salary per month (base salary only), with a minimum contribution of CZK 100 per month • Your contribution will be paid from your personal bank account • The plan provides a lump sum or annuity of accrued contributions • The entitlement becomes vested after two years, or in case of third-degree disability • Employer contributions will not begin until all completed paperwork/contracts are finalized and completed
LIFE & TOTAL PERMANENT DISABILITY INSURANCE	<p>Splunk provides life insurance, AD&D and total permanent disability coverage through UNIQA to protect you and you loved ones in the case of an unexpected loss.</p> <p>A benefit of 2x annual salary up to CZK 5,000,000 is payable in case of death or total permanent disability.</p> <p>Please note that the default beneficiary designation for life is your spouse and children, if any, and to your heirs, if single. If you wish to change the default, please complete the Beneficiary Designation Form and return it to Petra Petru.</p>
BUSINESS TRAVEL & ACCIDENT (BTA) INSURANCE	<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>
MEAL ALLOWANCE	<p>All Splunkers are entitled to a meal allowance of CZK 116.20 per workday which will be paid in your monthly paycheck. The meal allowance will automatically adjust each year in alignment with government increases to the tax-free amount.</p>
CAR ALLOWANCE	<p>A car allowance is provided to you for the use of your personal vehicle in the performance of your job duties. Only Splunkers whose work requires regular travel to fulfil the duties and responsibilities of their job, and who are employed in certain roles and locations are eligible. The level of allowance you are eligible to receive is dependent on your job role and job level and country of employment. For details, please visit the link below.</p> <p>Car Allowance</p>

TRANSPORTATION ALLOWANCE

All Splunkers that do not receive a car allowance are entitled to a transportation allowance of CZK 308.33 per month (gross amount) which will be paid in your monthly paycheck.

Time Off

PAID HOLIDAYS

You are entitled to statutory holidays observed in the Czech Republic. To view a list of holidays, please refer to Splunk' [holiday schedule](#).

ANNUAL LEAVE

In addition to the usual public holidays, you are entitled to 25 days or 200 hours of vacation time off per year, in accordance with applicable law.

When scheduling your time off, please provide your manager as much notice as possible. Splunk will make reasonable efforts to accommodate your requests, but all annual time off is subject to prior approval. You are required to submit information regarding your use of annual vacation via [Workday](#). For details, please visit the link below.

[Czech Republic Time Off Program](#)

SICK

You are entitled to five (5) days of sick time off. You are required to submit time off via [Workday](#). For details, please visit the link below.

[Czech Republic Time Off Program](#)

BEREAVEMENT

Splunk offers up to five (5) days paid time off per year for Splunkers who experience a death in their immediate family and three (3) days off from work for extended family to grieve their loss. Immediate family members include parents, spouse, or child(ren). Extended family includes siblings, grandparents, parents-in-law, grandparents-in-law, or grandchildren. Please request bereavement leave by submitting a [Time Off Request](#).

LEAVES OF ABSENCES

For leaves of absences, including maternity, paternity, and [military/reservist](#) leave, please submit a [Leave Request](#).

Help and Support

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

Group Insurance (i.e., medical, life, and retirement)

Time Off (i.e. annual leave, leave of absences, and sick)

Portals/Websites

<p>Broker - MAI petra.petru@mai-cee.com</p> <p>Retirement FinTalk Pension Administrator Zdeněk Jakubínský, EFA jakubinsky@fintalk.cz +420 775 342 943</p> <p>Andrij Osecky osecky@fintalk.cz +420 774 485 007</p> <p>Medical Canadian Medical peceoklienty@canadian.cz +420 234 630 111</p> <p>Life and Disability UNIQA Life Insurance aneta.peli@uniqa.cz +420 705 671 117</p>	<p>Annual Leave & Sick Time Requests Workday</p> <p>Leaves of Absence 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>Splunk Service Portal</p> <p>New Group Insurance Presentation (Effective 1 September 2022)</p> <p>New Group Insurance Recording Passcode: 7U^t5Ntw</p> <p>FinTalk Pension Presentation</p> <p>FinTalk Pension Recording Passcode: !VGJ2Jye</p>
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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.