

# 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><b>ELIGIBILITY</b></p>	<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> <p>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.</p>
<p><b>COST</b></p>	<p>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>
<p><b>ENROLLMENT &amp; CHANGES</b></p>	<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 <a href="#">Petra Petru</a> to let her know you want to participate in the Splunk Medical Plan.</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).

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](#).

## Health

### MEDICAL

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:

- 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

After your enrollment is completed, Canadian Medical will send you a Welcome Letter. For details, please visit the link below.

[Canadian Medical Platinum \(Czech\)](#)  
[Canadian Medical Platinum \(English\)](#)

## Financial

### RETIREMENT

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.

- Splunkers who have completed the probationary period (3 months) are eligible.
- 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

	<ul style="list-style-type: none"> <li>Employer contributions will not begin until all completed paperwork/contracts are finalized and completed</li> </ul> <p>For details, please visit the links below.</p> <p><b>Pension Presentation / Pension Webinar Recording</b></p>
<p><b>LIFE &amp; TOTAL PERMANENT DISABILITY INSURANCE</b></p>	<p>Splunk provides life insurance, AD&amp;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 <b>Beneficiary Designation Form</b> and return it to <b>Petra Petru</b>.</p>
<p><b>BUSINESS TRAVEL &amp; ACCIDENT (BTA) INSURANCE</b></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><b>BTA Policy and ID Card</b></p>
<p><b>MEAL ALLOWANCE</b></p>	<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>
<p><b>CAR ALLOWANCE</b></p>	<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><b>Car Allowance</b></p>
<p><b>TRANSPORTATION ALLOWANCE</b></p>	<p>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.</p>

## Time Off

<p><b>PAID HOLIDAYS</b></p>	<p>You are entitled to statutory holidays observed in the Czech Republic. To view a list of holidays, please refer to Splunk' <b>holiday schedule</b>.</p>
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<b>ANNUAL LEAVE</b>	<p>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.</p> <p>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 <a href="#">Workday</a>. For details, please visit the link below.</p> <p><b>Czech Republic Time Off Program</b></p>
<b>SICK</b>	<p>You are entitled to five (5) days of sick time off. You are required to submit time off via <a href="#">Workday</a>. For details, please visit the link below.</p> <p><b>Czech Republic Time Off Program</b></p>
<b>BEREAVEMENT</b>	<p>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 <a href="#">Time Off Request</a>.</p>
<b>LEAVES OF ABSENCES</b>	<p>For leaves of absences, including maternity, paternity, and <a href="#">military/reservist</a> leave, please submit a <a href="#">Leave Request</a>.</p>

## 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><b>Broker - MAI</b> <a href="mailto:petra.petru@mai-cee.com">petra.petru@mai-cee.com</a></p> <p><b>Retirement</b> FinTalk Pension Administrator Zdeněk Jakubínský, EFA <a href="mailto:jakubinsky@fintalk.cz">jakubinsky@fintalk.cz</a> +420 775 342 943</p> <p>Andrij Oseckyj <a href="mailto:oseckyj@fintalk.cz">oseckyj@fintalk.cz</a> +420 774 485 007</p> <p><b>Medical</b> Canadian Medical <a href="mailto:peceoklienty@canadian.cz">peceoklienty@canadian.cz</a></p>	<p>Annual Leave &amp; Sick Time Requests <a href="#">Workday</a></p> <p>Leaves of Absence Splunk People Operations Team <a href="mailto:spot@splunk.com">spot@splunk.com</a></p> <p><a href="#">Time Off Request</a></p> <p><a href="#">Leave Request</a></p>	<p><a href="#">Spark Wellbeing</a></p> <p><a href="#">Benefits &amp; Wellbeing</a></p> <p><a href="#">Pwny Perks</a></p> <p><a href="#">Splunk Service Portal</a></p> <p><a href="#">New Group Insurance Presentation (Effective 1 September 2022)</a></p> <p><a href="#">New Group Insurance Recording</a> Passcode: 7U^t5Ntw</p> <p><a href="#">FinTalk Pension Presentation</a></p>

<p>+420 234 630 111</p> <p><b>Life and Disability</b> UNIQA Life Insurance <a href="mailto:aneta.peli@uniqa.cz">aneta.peli@uniqa.cz</a> +420 705 671 117</p>		<p><b>FinTalk Pension Recording</b> 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.