

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

ELIGIBILITY	Regular Splunkers are eligible as of their hire date and benefits will terminate upon separation of Splunk.
COST	<p>Splunk pays 100% of the premium for employee coverage only; enrollment is optional as this is a taxable benefit (taxes on the premium will be withheld from your monthly paycheck).</p> <p>If you choose to enroll your dependents to the coverage, Gjensidige (formerly Mølholm Forsikring) will invoice you directly for the dependent premiums.</p>
ENROLLMENT & CHANGES	<p>A representative from Willis Towers Watson Denmark will contact you to assist with your enrollment in medical, pension, and life & disability benefits.</p> <p>You will be automatically enrolled in the Family Planning, BTA, and Modern Health plans.</p> <p>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 broker within 31 days of the change to avoid late enrollment status. Late enrollment status would require your spouse/partner or children to submit medical evidence to the Carrier prior to being added to the plan. They could be approved, declined, or approved with restrictions.</p>

Health

MEDICAL

Splunk provides a supplemental policy through Gjensidige (on top of your Social Security coverage) to assist with the cost of medical and prescription drug services. The plan covers medical treatments, as required.

- No deductible (annual coverage maximum DKK 3.6 mill.)
- Hospital Room and Board: covers a semi-private room at 100%
- Prescription Drugs: covered in connection with treatment and aftercare
- Voluntary Dependent Enrollment: dependents are also eligible to medical coverage, fully financed by you
- Physiotherapists, Psychologists, Paramedical practitioners: provided according to specific needs; no limit applicable.
- Home Nursing Care: is covered if prescribed by the operating specialist; no limit applicable.

Claims Process:

- Get a referral for examination and treatment from your own doctor
- Submit your claim via <https://www.gjensidige.dk/login> or call Gjensidige Forsikring at (+45) 70 10 90 09 for further assistance

Financial

RETIREMENT

Splunk provides a defined contribution plan through AP Pension. The total contributions paid to the pension scheme equals 15% of your base salary (Splunk contributes 11%, you contribute 4%).

- Pay no taxes on any money you contribute
- Lower investment management fees compared to those at your banking institution
- Full control over how your funds are invested
- Access to manage your account online
- Investment profile for your retirement benefits: AP Active, but you have access to several options for investing your savings.

PERSONAL COUNSELLING

You can book a [personal web meeting](#) with a counsellor from Willis Towers Watson.

Meetings Between 09.00-04.00 pm	Meetings between 07.00-09.00 am
Username: web	Username: tid
Password: pension	Password: pension

If you need further information regarding your pension scheme, you are most welcome to email the [Willis Towers Watson advisory team](#) or phone them at (+45) 8813 92 82.

LIFE & DISABILITY INSURANCE

Splunk provides risk benefits bundled with the Retirement plan through AP Pension to protect you and your loved ones in the case of unexpected loss.

- Term Life Insurance Basic Cover: Lump sum of 1x annual earnings.

	<ul style="list-style-type: none"> ○ Optional Coverage: Up to 800% of the annual salary (including basic coverage); Children pension up to 25 % of the annual salary (until the age of 24). ● Loss of earning capacity: Annuity of 40% to 75% of pay according to Salary Scale – up to DKK 1,650,000 per year (including optional coverage) <ul style="list-style-type: none"> ○ Optional Coverage: Up to 80 % of the salary (up to DKK 1,650,000 per year). ● Critical Illness: Lump sum of DKK 100,000 <ul style="list-style-type: none"> ○ Optional Coverage: Up to DKK 770,000.
<p>SICK LEAVE</p>	<p>Should you experience pain, have stress symptoms, or become affected by an illness, swift guidance and commencement of treatment is needed to avoid long-term sick leave. Through AP Pension, you have access to Pathfinder, who in collaboration with the health professionals at AP Care are ready to help and ensure that you receive the correct treatment as early as possible. Please reference this flier on how Pathfinder partners with AP Care and the FAQ for more information on how to use this service.</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>CAR ALLOWANCE</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>Car Allowance</p>

Time Off

<p>PAID HOLIDAYS</p>	<p>You are entitled to statutory holidays observed in Denmark. To view a list of holidays, please refer to Splunk' holiday schedule.</p>
<p>ANNUAL LEAVE</p>	<p>In addition to the usual public holidays, you are entitled to thirty (30) days of vacation time off per calendar year.</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 Workday. For details, please visit the link below.</p> <p>Denmark Time Off Program</p>

SICK TIME	<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. For details, please visit the link below.</p> <p>Denmark Time Off Program</p>
SICK LEAVE	<p>Employees who have worked at least 74 hours in the eight-week period preceding an illness are eligible for paid sick leave.</p> <p>For the first four weeks (30 days) of illness, regular salary will be issued. After that, statutory sick leave benefits are payable at a maximum rate of DKK 4,355 per week. Paid sick leave is generally subject to a maximum payment of 22 weeks within a nine-month period, however, claimants are examined after 22 weeks when it is possible to extend the payment period if the claimant meets certain criteria. Please report sick time by submitting a Time Off Request.</p>
BEREAVEMENT	<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>
LEAVES OF ABSENCES	<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 a Splunker. If you have any questions, please contact the following:

Group Insurance (i.e. medical, life & disability, and retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites/Presentation
<p>Willis Towers Watson wtw.clientcoordinator@wtwco.com +45 88 13 92 98</p> <p>Gjensidige Forsikring https://www.gjensidige.dk/login +45 70 10 90 09</p>	<p>Annual Leave/Vacation Splunk People Operations Team spot@splunk.com</p> <p>Sickness AP Care Health Team +45 7080 5020 care@appension.dk</p> <p>Willis Towers Watson Claims Consultation Social Adviser: +45 8813 9839 Claims Specialist: +45 8813 9891</p> <p>Time Off Request</p>	<p>Spark Wellbeing</p> <p>Benefits & Wellbeing</p> <p>Pwny Perks</p> <p>Benefit Presentation</p> <p>Splunk Service Portal</p>

	Leave Request	
--	---------------	--

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.