

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	<p>All regular Splunkers are eligible as of date of hire for medical, accident, life, Family Planning, and business travel accident cover.</p> <p>Benefits will terminate upon separation from Splunk.</p>
COST	<p>Splunk pays 100% of the premiums for all local insurance policies, including Family Planning, BTA, and Modern Health plans.</p>
ENROLLMENT & CHANGES	<p>You will be automatically enrolled in all benefits.</p>

Health

MEDICAL	<p>Splunk has partnered with BTA Baltic Insurance Company to provide comprehensive medical coverage with the following benefits.</p> <ul style="list-style-type: none"> • Sum Insured of the insured of the program: EUR 400,000 • Deductible (coinsurance): 80% • Outpatient services • Inpatient services
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HEALTH INSURANCE	<ul style="list-style-type: none"> Psychologist, psychotherapist, psychiatrist Rehabilitation services Vaccinations: EUR 100 Dental treatments: EUR 150, covered at 80% Optical: EUR 100, covered at 80% <p>There is no enrollment form or medical underwriting needed for you to complete. All employees are automatically enrolled. Upon enrollment, employees should download the BTA Baltic app for easy claim submission and plan details.</p>
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Financial

LIFE INSURANCE	<p>Splunk has partnered with William Russell Europe SRL (Allianz) to provide life cover of 2x annual base salary with a Free Cover Limit of EUR 255,000.</p> <p>Beneficiary Form</p>
ACCIDENT INSURANCE	<p>Splunk has partnered with BTA Baltic Insurance Company to provide coverage for the following due to an unforeseen incident.</p> <ul style="list-style-type: none"> Accident benefit: EUR 50,000 Permanent Disability: EUR 50,000 Injuries: EUR 10,000 <p>Terms & Conditions and Annex 1 & 2</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>

Time Off

PAID HOLIDAYS	<p>You are entitled to statutory holidays observed in Estonia. To view a list of holidays, please refer to Splunk' holiday schedule.</p>
ANNUAL LEAVE	<p>In addition to the usual public holidays, you are entitled to 28 calendar days (i.e. 4 weeks) or 224 hours of vacation/annual leave 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</p>

SICK	<p>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>Estonia Time Off Program</p>
	<p>Sick days are covered as follows:</p> <ul style="list-style-type: none"> • Days 1-3: waiting period (unpaid) • Days 4-8: 70% Average Salary (Paid by Splunk) • Day 9+: 70% Average Salary (Paid by Health Insurance Fund) <p>You are required to submit time off via Workday. For details, please visit the link below.</p> <p>Estonia Time Off Program</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 an Splunker. If you have any questions, please contact the following:

Group Insurance (i.e. medical, life)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
<p>Local Broker: Greco Aleksandr Belous</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>Splunk Service Portal</p> <p>New Group Insurance Webinar Recording– Nov 2022 Passcode: s@!Q49Mn</p>

		New Group Insurance Presentation Deck – Nov 2022
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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.