

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 as of date of hire. Upon separation of Splunk, your benefits will cease except for the life insurance which will remain active for 3 years unless you turn 65 during that period or employed by another firm.</p>
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COST	Splunk pays 100% of the premium for your coverage.
	<p>Upon hire, the SPOT team and the local broker, Willis Towers Watson will contact you to provide information regarding the health plan and assist with your enrollment.</p> <p>You will be automatically enrolled in the Life, 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	<p>Splunk offers a voluntary health plan through Terveystalo that allows you to go to a private hospital for treatment in case of an illness or accident. You may visit any of the Terveystalo's clinics in Finland.</p> <ul style="list-style-type: none"> • General physical level care (specialist examination and treatment are excluded) • Occupational health psychologist (1-5 sessions) • Occupational physical therapist (1-5 sessions) • X-ray and ultrasound • Laboratory tests (contact Terveystalo for full list of covered tests) • Vaccinations: tetanus, diphtheria, and MMR • Clinical physiological and clinical neurophysiological examinations • Minor surgical procedures (such as cleaning and stitching a wound, stitches removal) <p>To book an appointment, call 030 6000 or visit the website.</p> <ul style="list-style-type: none"> • Occupational health care nurse: Anna Suokas (anna.suokas@terveystalo.com) • Occupational physician: Mikko Ylikahri (mikko.ylikahri@terveystalo.com)
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Financial

RETIREMENT	<p>Statutory pension insurance placed with Varma. The pension cover is part of social security. Every euro earned increases the pension amount. Pension also accrues during periods of study or on social benefits.</p> <ul style="list-style-type: none"> • Old-age pension • Partial old-age pension • Disability pension • Survivor's pension • Years-of-service pension <p>You earn certain percentage on your salary, depending on your age.</p>
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WORKERS' COMPENSATION & LIFE INSURANCE

- 17-52 years old: 1,5% / year
- 53-62 years old: 1,7% / year (during transition period 2017-2025)
- 63-68 years old: 1,5% / year

Access available worldwide by phone +358 10 192 100 during workdays (8am. – 5pm.) or visit the [website](#) 24 hours day, 7 days a week, 365 days a year.

Statutory insurance through If P&C Insurance covers accidents that occur at work or when commuting from home to work and vice versa. The insurance also covers occupational diseases. The insurance is valid worldwide.

Group life insurance cover is valid 24/7, during work and leisure time.

In case of an accident, please notify your superior immediately and then the claim process can start.

Workers' Compensation coverage includes:

- Daily allowance
- Handicap allowance
- Hospital care (no upper limit in compensation), medicines, travel expenses
- Disability pension – 85% of the salary in case of full disability up to age 65 (then 70%)
- Survivor's pension

Group Life Insurance coverage includes a lump sum payment depending on the age at the time of death

- EUR 16.720 – 4.660 (2020-2022)
- Child increment: EUR 7.540
- Accidental death benefit: 50% of the sum of the basic benefit and child increment

Access available worldwide by phone +358 10 19 1600 during workdays (8am. – 5pm.), or visit the [website](#) 24 hours day, 7 days a week, 365 days a year.

GROUP PERSONAL ACCIDENT INSURANCE

Leisure-time accident insurance through Protector covers accidents that occur during one's leisure-time. The benefits are the following:

- Medical treatment costs: EUR 20.000
- Disability: EUR 70.000
- Death: EUR 70.000

The insurance covers high risk sports and is valid worldwide, but only covers medical treatment costs in Finland.

Access available worldwide by phone +358 20 741 4001 during workdays (8.30am. – 4.30pm.) or visit the [website](#) 24 hours day, 7 days a week, 365 days a year.

BUSINESS TRAVEL & ACCIDENT (BTA) INSURANCE

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.

[BTA Policy and ID Card](#)

MEAL ALLOWANCE	You will receive a meal allowance of EUR 10.80 per day / EUR 238 month. This allowance will be paid in each monthly paycheck.
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>

Time Off

PAID HOLIDAYS	You are entitled to statutory holidays observed in Finland. To view a list of holidays, please refer to Splunk' holiday schedule .
ANNUAL LEAVE	<p>In addition to the usual public holidays, you are entitled to 30 days of vacation/annual leave 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>Finland Time Off Program</p>
SICK	<p>After a month at Splunk, you are entitled to up to a maximum of nine (9) working days (not including the first day of illness which is unpaid), paid absence in any calendar year. Splunkers with less than one (1) month of service receive 50% of pay. You are required to submit time off via Workday.</p> <p>In addition, if your child who is under 10 years of age and lives permanently in your household falls suddenly ill, you are entitled to temporary child-care leave for a maximum of four (4) working days (unpaid) at a time in order to arrange for care or to care for the child personally. Please report sick time by submitting a Time Off Request.</p> <p>Finland Time Off Program</p>
BEREAVEMENT	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 via Workday .

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 & disability, and retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Willis Towers Watson Roope Katajalaakso Roope.Katajalaakso@wtwco.com Terveystalo Appointments 030 6000 or www.terveystalo.com Terveystalo Occupational Nurse Anna Suokas anna.suokas@terveystalo.com Terveystalo Occupational Physician Mikko Ylikahri mikko.ylikahri@terveystalo.com Varma +358 10 192 100 or www.varma.fi If P&C Insurance +358 10 19 1600 or www.issf.fi	Splunk People Operations Team spot@splunk.com Time Off Request Leave Request	Spark Wellbeing Benefits & Wellbeing Pwny Perks Splunk Service Portal

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.