

# 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 <b>much more!</b> 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><b>Modern Health / Employee Assistance Program – Work-Life Services</b></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><b>Origin Financial Wellbeing</b></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><b>Family Planning Benefits</b></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><b>Splunk For Good</b></p>

## Group Insurance Eligibility & Enrollment

ELIGIBILITY	<p>All Splunkers with a work contract are eligible as of date of hire.</p> <p>Benefits will terminate upon separation from Splunk.</p>
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<p><b>COST</b></p>	<p>Medical: Splunk pays 75% of the medical premium for you and your dependents (spouse/children). For the 2023 year, the Splunk annual contribution is €2,138.01 (€178.17/monthly) and your contribution is €712.67 (€59.39/monthly).</p> <p>Supplemental Medical: In addition to our medical coverage, you have the option to enroll in our supplementary medical coverage. This plan is 100% paid by you through your bank account - 0.663% MSSC (€24.31 /month with 2023 SS ceiling).</p> <p>Life &amp; Disability: Splunk pays 100% on tranche A plus 75% on the excess on tranche B&amp;C.</p> <p>Splunk pays 100% of the premiums for Family Planning, Protection, BTA, &amp; Modern Health.</p>
<p><b>ENROLLMENT &amp; CHANGES</b></p>	<p>Our supplemental medical, life and disability provider is Generali and the plans will be administered by a third-party vendor, HELIUM. HELIUM will be your primary site for benefit enrollments, processing medical claims and reviewing benefit statements.</p> <p><b>To receive your new medical ID cards, please enroll through HELIUM as soon as possible.</b> You will be required to enter your personal information, select the plan level (BASE or BASE + Supplemental) and upload your banking information (RIB). Once enrolled, you will receive an electronic medical ID card within 24 hours and a permanent card will be mailed to your home address.</p> <p>For Life &amp; Disability, you must designate your beneficiaries by visiting: <a href="https://designation-beneficiaires.generali.fr/">https://designation-beneficiaires.generali.fr/</a> Please click here for <a href="#">instructions</a>. Splunk's contract number is: <b>11016821</b>.</p> <p>You will be automatically enrolled in the Family Planning, Protection, BTA, and Modern Health plans through the <a href="#">Splunk Benefits Hub</a>. You can only change certain benefits if you have a life event. For example, a birth, marriage, divorce, or death. If you have a life event and need to change your benefits or if you would like more information, please create an HR Case in the <a href="#">Splunk Service Portal</a>.</p>

## Health

<p><b>PRIVATE MEDICAL</b></p>	<p>Splunk provides a supplemental health coverage through Generali/Helium to assist with the cost of medical, dental, and vision.</p> <p>Fees are reimbursed up to 500% SS tariffs in accordance with OPTAM (regulated fees) legislation. At your own cost, you can select a supplemental plan that covers non-regulated fees.</p> <p>You and your eligible dependents have access to a doctor 24 hours a day and seven (7) days a week for medical assistance.</p> <p>Key Benefits:</p> <ul style="list-style-type: none"> <li>• On demand medical care: a doctor is easily accessible from France and abroad when needed.</li> <li>• A call with a doctor less than 30 min or by appointment.</li> <li>• Prescriptions can be prescribed over the phone and covered by Social Security.</li> </ul> <p><b>Fiche Pratique Option Non-Responsible</b></p>
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PRIVATE DENTAL	<a href="#">Garanties Mise en Ligne</a> <a href="#">Le Service de Téléconsultation Médicale</a>
	Covers 4 x SS tariffs, dental prosthesis, orthodontic & covered implants: 5 x SS tariffs. Non-covered implants: 30% MSSC.
VISION	Maximum legal requirements for lenses & frame (up to €850 for very complex lenses), all lenses: 14% MSSC. The supplemental plan offers an extra €120 for the reimbursement of frame.

## Financial

RETIREMENT	<p>Beginning in April 2023, Splunk now offers a PEE (short-term savings plan) and PERO (long-term savings plan).</p> <p>Epsor manages Splunk's PEE (short-term savings plan). There is a 3 month waiting period to enroll this plan. Upon completion of your third month of work, Epsor will reach out via email to set up your employee portal and enroll in the plan. Voluntary employee contributions will be matched by Splunk up to 3x the employee contribution. The employer match will be capped at each year's social security maximum.</p> <p>Arial manages Splunk's PERO (long-term savings plan) which provides a 3% base salary contribution made by Splunk. Eligibility is immediate. There is no employee contribution required.</p> <p><a href="#">Epsor Plan Details</a></p> <p><a href="#">Epsor Webinar Recording</a></p> <p><a href="#">Arial Plan Details</a></p> <p><a href="#">Arial Webinar Recording</a></p>
LIFE INSURANCE	<p>Splunk provides you with life insurance through Generali/Helium to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> <li>3 x annual salary increasing to 3.6 with 1 child &amp; by 1 x annual salary from 2nd child + Syntec education allowance (annual salary = all components: base + bonus + commissions with no cap)</li> <li>Capital is doubled in case of accident</li> </ul>
DISABILITY	<p>Splunk provides disability insurance through Generali/Helium to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> <li>STD: after 90 days, 85% gross salary. First 90 days are covered by Splunk after 1 year of service</li> <li>LTD: 85% gross salary until retirement or death (whichever is sooner)</li> </ul>

<b>BUSINESS TRAVEL &amp; ACCIDENT (BTA) INSURANCE</b>	<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><a href="#">BTA Policy and ID Card</a></b></p>
<b>MEAL VOUCHERS</b>	<p>Splunk offers meal vouchers through <a href="#">Swile</a>. You will have €9 per day available on your Swile card. Splunk will contribute 60% and you will contribute 40% via monthly payroll deductions. For details, please visit the link below.</p> <p><b><a href="#">Meal Voucher FAQ</a></b></p>
<b>TRANSPORTATION ALLOWANCE</b>	<p>Splunk provides 100% reimbursement of the monthly transport card (Pass Navigo) to all Splunkers without a car allowance. According to local tax regulations, 50% of the monthly amount will be taxed.</p>
<b>CAR ALLOWANCE</b>	<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><a href="#">Car Allowance</a></b></p>

## Time Off

<b>PAID HOLIDAYS</b>	<p>You are entitled to statutory holidays observed in France. To view a list of holidays, please refer to Splunk' <a href="#">holiday schedule</a>.</p>
<b>ANNUAL LEAVE</b>	<p>Paid vacation is acquired during a Reference Period of 12 months, starting on June 1st of the previous year and terminating on May 31st of the current year. You earn paid vacation at a rate of 2.08 worked days per month, i.e. 25 worked days per Reference Period worked in full. Paid vacation earnings will be pro-rated for the year in which you join Splunk based on your date of hire. You may take your paid vacation earned from June 1st of the previous year until May 31st of the current year starting May 1st of the current year.</p> <p>You are entitled to take only the vacation days that you have earned in the previous Reference Period during the current Reference Period. If you do not take your vacation earnings in full due to personal reasons, unused vacation days will not be carried forward and instead will expire as of May 31 of the current vacation year.</p> <p>When scheduling your annual leave, give your manager as much notice as possible. Splunk will make reasonable efforts to accommodate your requests, but all annual leave is subject to prior approval. You are required to submit information regarding his/her use of annual leave through <a href="#">Workday</a>. For details, please visit the link below.</p>

## RTT DAYS

## France Time Off Program

You are subject to a working time scheme with a limit of two hundred eighteen (218) working days per year with a grant of a certain number of paid rest days. Rest days are calculated on a calendar year basis, taking into consideration the number of days in the year, the number of bank holidays, and the number of paid leaves.

Rest Days = D- WD – WE – PL – BH

- D - Number of days in the calendar year
- WD - Annual Number of Days to be worked
- WE - Number of weekend days
- PL - Number of Paid Leave
- BH - Bank Holidays falling on a workday

For the 2022 year, you are entitled to ten (10) days of RTT. For Splunkers who started mid-year, your RTT entitlement will be prorated based on your date of hire.

Rest can be taken as full days or half days. Rest days must be taken within the calendar year they are granted in. You are required to submit information regarding his/her use of RTT through [Workday](#). For details, please visit the link below.

## France Time Off Program

## SICK

With your physician certification, you may be entitled to receive a daily allowance from the French Social Security Fund, equal to at least 50% of your daily wage, capped at 1.8 x minimum national salary. Your actual entitlement to the daily allowance amount is dependent on elements such as tenure, period that has been worked prior to illness, and is determined solely by the French Social Security Fund. Sick leave benefits may vary depending on length of employment at Splunk.

As per the provisions of the applicable industry-wide Collective Bargaining Agreement:

- Splunkers with less than one (1) year tenure – Splunk does not pay any additional sick leave benefits until you've reached minimum on year tenure of your illness or injury is work-related.
- Splunkers with one (1) year or greater (or work-related illness or injury) – Splunk will supplement the social security benefits to ensure you receive a benefit equal to your normal daily net salary during the first 90 days of your sick leave. In this example, Splunk will apply for your social security benefits, and pay you the remaining amount in order to ensure you receive your usual net salary in the next payroll. After 90 days of sickness, this will be your responsibility to provide HR with the breakdown of payments from SS. The insurance contract will then top up the State benefits up to 85% of your gross salary

Sick leave benefits are payable beginning the first day as documented by your physician for a maximum of three (3) consecutive months per year, with physician certification. You must provide your manager with a sick leave certificate from his/her general practitioner within 48 hours as from the first day of absence. For absences due to injury that last more than 90 consecutive days, the French welfare scheme is applicable.

You must notify your manager of your sickness and report sick time by submitting a [Time Off Request](#) within 24 hours. This helps ensure timely communication between you and your manager for planning purposes and accurate recordkeeping for compliance purposes.

## LEAVES OF ABSENCES

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:

## Splunk Service Portal

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