

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>Regular Splunkers are eligible as of their date of hire. See enrollment section below regarding medical and pension.</p> <p>Benefits will terminate upon separation from Splunk.</p>
COST	<p>Splunk pays 100% of the premiums for Life, Disability, Family Planning, BTA, and Modern Health plans.</p> <p>Splunk will pay 100% of the cost of a medical plan with Irish Life Health for you, your spouse/partner and dependents (up to age 21). Please note that you will have to pay the Benefit in Kind (BIK) tax on this benefit.</p>
ENROLLMENT & CHANGES	<p>You will be automatically enrolled in the Life, Disability, Family Planning, BTA, and Modern Health plans.</p> <p>To enroll in our pension and group medical plan, please contact our local benefits consultants Glennon Employee Benefits.</p>

Health

MEDICAL	<p>Irish Life Health Plan 4D Health 4:</p> <p>Provides coverage (depending on the situation) for public and private hospitals ranging from partial coverage to full coverage, in-patient and out-patient hospital coverage, and coverage for day-to-day medical expenses, e.g., general practitioner and consultant visits and a choice of 3 personalized package add-ons included to tailor your plan to your needs (see plan booklet below for table of benefits).</p> <p>Irish Life 4D Health 4 Booklet</p>
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Financial

RETIREMENT	<p>Splunk offers an occupational pension plan through Aviva Life & Pensions Ireland dac. The following are highlights of the plan:</p> <ul style="list-style-type: none"> • You may contribute between 1-6% of base salary • Splunk will match your contributions up to 6% of base salary • You may also make additional voluntary contributions or AVCs (above the 5% match) within the Revenue mandated age and salary related limits • Broad range of investment options <p>Pension Summary Investment Options Lifestyle Investment Strategy Brochure Trustee Annual Report</p>
DISABILITY	<p>Splunkers will automatically be enrolled in the Long-Term Disability scheme with Irish Life. Details as follows:</p> <ul style="list-style-type: none"> • You will be covered for 75% of base salary less an amount equal to the State Disability Benefit payable to a single person • Benefit is payable following a 13-week deferral period.
LIFE INSURANCE	<p>Splunkers will automatically be enrolled in Death in Service scheme with Irish Life whereby you will be covered for 4x annual base salary. Please complete the Expression of Wishes form below and return it to Glennon.</p> <p>Expression of Wishes Form Group Life Insurance and Income Protection Policy documents</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.</p>

CAR ALLOWANCE	BTA Policy and ID Card
	<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	<p>You are entitled to statutory holidays observed in Ireland. 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 25 days of vacation time off per year, in accordance with applicable law.</p> <p>When scheduling your time off, please provide your manager with 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>Ireland Time Off Program</p>
SICK	<p>You are entitled to twelve (12) days of sick time off. Please report sick time via Workday. For details, please visit the link below.</p> <p>Ireland 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 via Workday.</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. retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites/Presentation
<p>Glennons Davin Spollen, Kieran Tuke & Jonathan Murphy employeebenefits@glennons.ie +353 (0) 1 7075880</p>	<p>Splunk People Operations Team spot@splunk.com</p> <p>Time Off Request</p> <p>Leave Request</p>	<p>Spark Wellbeing / Pwny Perks</p> <p>Benefits & Wellbeing</p> <p>Aviva</p> <p>New Group Insurance Presentation Deck (effective 1 September)</p> <p>New Group Insurance Webinar Recording Passcode: qk6#3vjY (Held on 11 August 2022)</p>

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.