

# 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.

[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.

[Modern Health](#)

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.</p> <p><b>Employee Assistance Program</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>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>
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<b>COST</b>	<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>
<b>ENROLLMENT &amp; CHANGES</b>	<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 <b>Glennon Employee Benefits</b>.</p>

## Health

<b>MEDICAL</b>	<p><b>Irish Life Health Plan 4D Health 4:</b></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><b>Irish Life 4D Health 4 Booklet</b></p>
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## Financial

<b>RETIREMENT</b>	<p>Splunk offers an occupational pension plan through Aviva Life &amp; Pensions Ireland dac. The following are highlights of the plan:</p> <ul style="list-style-type: none"> <li>• You may contribute between 1-6% of base salary</li> <li>• Splunk will match your contributions up to 6% of base salary</li> <li>• You may also make additional voluntary contributions or AVCs (above the 5% match) within the Revenue mandated age and salary related limits</li> <li>• Broad range of investment options</li> </ul> <p><b>Pension Summary</b>  <b>Investment Options</b>  <b>Lifestyle Investment Strategy Brochure</b>  <b>Trustee Annual Report</b></p>
<b>DISABILITY</b>	<p>Splunkers will automatically be enrolled in the Long-Term Disability scheme with Irish Life. Details as follows:</p>

LIFE INSURANCE	<ul style="list-style-type: none"> <li>You will be covered for 75% of base salary less an amount equal to the State Disability Benefit payable to a single person</li> <li>Benefit is payable following a 13-week deferral period.</li> </ul>
	<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 <a href="#">Glennon</a>.</p> <p><b>Expression of Wishes Form</b>  <b>Group Life Insurance and Income Protection Policy documents</b></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> <p><b>BTA Policy and ID Card</b></p>
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><b>Car Allowance</b></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' <a href="#">holiday schedule</a>.</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 <a href="#">Workday</a>. For details, please visit the link below.</p> <p><b>Ireland Time Off Program</b></p>
SICK	<p>You are entitled to twelve (12) days of sick time off. Please report sick time via <a href="#">Workday</a>. For details, please visit the link below.</p>

BEREAVEMENT	<b>Ireland Time Off Program</b>
	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 <a href="#">Workday</a> .
LEAVES OF ABSENCES	For leaves of absences, including maternity, paternity, and <a href="#">military/reservist</a> leave, please submit a <a href="#">Leave Request</a> .

## 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
<b>Glennons</b> Davin Spollen, Kieran Tuke & Jonathan Murphy <a href="mailto:employeebenefits@glennons.ie">employeebenefits@glennons.ie</a> +353 (0) 1 7075880	Splunk People Operations Team <a href="mailto:spot@splunk.com">spot@splunk.com</a>  <a href="#">Time Off Request</a>  <a href="#">Leave Request</a>	<a href="#">Spark Wellbeing / Pwny Perks</a>  <a href="#">Benefits &amp; Wellbeing</a>  <a href="#">Aviva</a>  <a href="#">New Group Insurance Presentation Deck (effective 1 September)</a>  <a href="#">New Group Insurance Webinar Recording</a> Passcode: qk6#3vjY (Held on 11 August 2022)

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.