

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.

Spark Wellbeing

<p>SPARK WELLBEING</p>	<p>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.</p> <p>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.</p> <p>Spark / Spark Events</p>
<p>PWNY PERKS</p>	<p>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.</p> <p>Pwny Perks</p>
<p>MENTAL WELLBEING</p>	<p>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</p>

	<p>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.</p> <p>Modern Health / Employee Assistance Program – Work-Life Services</p>
<p>EMPLOYEE ASSISTANCE PROGRAM</p>	<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>
<p>FINANCIAL WELLBEING</p>	<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>
<p>FAMILY PLANNING</p>	<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>
<p>SPLUNK FOR GOOD</p>	<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	Regular full-time Splunkers are eligible as of their date of hire.
COST	Splunk pays 100% of the premiums for Family Planning, BTA, and Modern Health plans.
ENROLLMENT & CHANGES	<p>In your first week, you will receive an email from the Splunk Benefits team with enrollment forms. Please complete these forms at your earliest convenience and return them to the Benefits team. Afterwards, you will be contacted by a representative from Mitvach Simon.</p> <p>You will be automatically assigned a Health Allowance as a “single’ rate in Workday. This will be updated by Splunk SPOT team if you are entitled for the Family rate.</p> <p>You will be automatically enrolled in the Family Planning, BTA, and Modern Health plans.</p>

Health

HEALTH ALLOWANCE	<p>To assist with the cost of individual supplemental medical policy, Splunk will provide you with the following monthly stipend depending on your coverage level. Please note, Splunk has the right to change or terminate this allowance at its sole discretion.</p> <ul style="list-style-type: none"> • Single coverage: ILS 350 per month • Family coverage: ILS 700 per month
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Financial

RETIREMENT	<p>You will receive pension contributions of 8.33% for severance pay and 6.5% for provident fund and LTD (long term disability). Your contributions will be 6.5% of the monthly base salary.</p> <p>The total monthly contributions will allocate to your funds by MVS who is our [Operator] clearinghouse. Splunk is paying MVS a monthly fee for allocating the contributions for the abduction allowance (Study fund) and pension funds.</p> <p>You are free to choose the broker to handle your funds. If you choose MVS, the funds will reimburse you for the fees that Splunk pays MVS.</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>

RECUPERATION PAY	In addition to vacation time, you are entitled to Recuperation Pay (“Dmey Havra’a”) in accordance with the applicable expansion order. This is typically paid in July.
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>
TRANSPORTATION ALLOWANCE	All Splunkers who are not eligible for a car allowance are entitled to a transportation allowance of ILS 600 per month. This allowance will be paid on the monthly paycheck.
MEAL ALLOWANCE	You will receive a meal allowance of ILS 55 per day / ILS 1,200 per month. This allowance will be paid on the monthly paycheck.
EDUCATION ALLOWANCE	You will receive an employer education allowance of 7.5% of your Salary. You will contribute 2.5%.

Time Off

PAID HOLIDAYS	You are entitled to statutory holidays observed in Israel. 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 20 days of vacation/annual leave per calendar year. After 10 years of service, you are entitled to 22 days of vacation/annual leave per calendar 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 time off is subject to prior approval. You required to submit information regarding your use of annual vacation via Workday. For details, please visit the link below.</p> <p>Israel Time Off Program</p>
SICK	<p>After a month at Splunk, you are entitled to 1.5 (i.e. 18 days per year) working days per month paid absence in any calendar year. The maximum number of paid sick leave days that can be accrued is ninety days (90 days). You are required to submit time off via Workday. For details, please visit the link below.</p> <p>Israel Time Off Program</p>

BEREAVEMENT	Splunk offers up to seven (7) 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, siblings, spouse, or child(ren) including miscarriage and stillbirth. Extended family includes 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. retirement & statutory plans)	Allowances & Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Mivtach Simon Moti Hanochi MotiC@mvs.co.il	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.