

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

<p>ELIGIBILITY</p>	<p>Regular Splunkers and their dependents are eligible as of date of hire for the medical plan when the required information are completed. Dependents are defined as spouse/cohabiting partner and children (including children who do not cohabit but are fiscally dependent), all resulting from the "stato di famiglia."</p> <p>Only Splunkers are covered under the Life, Personal Accident and Long-Term Care (LTC) plan as of date of hire.</p> <p>The Medical and Long-Term Care benefit terminate on 31 December of the year the employment ends with Splunk. The Life and Personal Accident insurance benefits will cease on termination date.</p>
<p>COST</p>	<p>Splunk pays 100% of the premiums for the medical and life. These benefits are considered taxable benefits-in-kind; the taxes on the premiums will be withheld from your paycheck. <i>The medical will be taxable only if the annual premium exceeds €3.615,19 (including Fasdac cost).</i></p> <p>Splunk also pays the full cost of the premiums on Personal Accident plan and 40% of the premium is considered benefits-in-kind, therefore, applicable tax will be withheld from your payslip.</p>
<p>ENROLLMENT & CHANGES</p>	<p>You will be automatically enrolled in the Family Planning, Protection, BTA, and Modern Health plans. You can enroll in the Splunk Medical and protection plans though the Splunk Benefits Hub. Once the enrolment process is completed and coverage activated, the broker will provide you a manual to better handle the benefit plans.</p>

Life plan provides for a free cover limit of €400.000 if such limit is exceeded some other underwriting information procedures will be required.

Changes to certain benefits can be made if you have experienced a life event such as a birth, marriage, divorce, or death. To make a change or for more information, please visit the [Splunk Benefits Hub](#).

Health

MEDICAL

Splunk offers supplemental health insurance for you and your dependents through Cassinterass/ Reale Mutua to assist with the cost of medical, dental and vision.

Dirigenti – Integrative Plan to FASDAC

The medical plan is set up through Cassinterass to obtain a tax benefit for you and Splunk. The tax-free limit is €3.615,19 including FASDAC contribution. Below is summary of the benefits. Please refer to the manuals below for full details.

- Check-up (only for Splunkers)
- Dentist
- Lenses
- National Health Service Ticket
- Hospitalization
- High Diagnosis
- Outpatient treatment

Request of reimbursement to FASDAC

- Through [Blue Assistance](#) web portal, by submitting a copy of FASDAC calculations along with all other documents
- If care is to be or will be received at a facility that has an agreement with both FASDAC and Reale Mutua, no advance payment is required if advance notification was given to the structure

No deductible is applied for expenses paid by FASDAC; 25% deductible when FASDAC is not paying. Please refer to the manual below for full details.

[Italy Dirigenti Benefit Manual 2023 \(English\)](#)

[Italy Dirigenti Benefit Manual 2023 \(Italian\)](#)

[Tutorial Registrazione Blue Assistance](#)

Financial

LIFE INSURANCE

Splunk provides life insurance through Fondo Antonio Pastore and Cassinterass to protect you and your loved ones in the case of unexpected loss.

PERSONAL ACCIDENT	<ul style="list-style-type: none"> • Mandatory coverage through Fondo Antonio Pastore, as per CCNL (based on age) • Top-up coverage to reach the sum insured of 2.75x OTE on December 31st • Beneficiaries: legitimate or testamentary heirs
	<p>Splunk provides personal accident insurance through Fondo Antonio Pastore and Cassinterass to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • Sum insured as per National Labor Contract net of Antonio Pastore, which provides cover up to the cap salary limit of € 150.000 • Death: 5x Annual Gross Salary • Total and Partial Disability: 6x Annual Gross Salary <p>Definition of annual gross salary: gross withholding of taxes and all compensation Issued (commissions, bonuses, and other remuneration – e.g., one-time bonus)</p>
LONG TERM CARE	<p>Splunk provides long-term care through Fondo Antonio Pastore. A monthly allowance of €2.582 will be paid if an assisted Splunker is unable to perform at least three (3) of these daily main activities: feeding, dressing, moving, personal hygiene, washing, and using the bathroom.</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>
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	<p>You are entitled to statutory holidays observed in Italy To view a list of holidays, please refer to Splunk' holiday schedule.</p>
VACATION	<p>In addition to the usual public holidays, you are entitled to 30 days (i.e 5 weeks) or 240 hours of vacation time off per year based on job level, in accordance with applicable law.</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</p>

PAID PERMITS	<p>subject to prior approval. You are required to submit information regarding his/her use of annual vacation via Workday. For details, please visit the link below.</p> <p>Italy Dirigenti Time Off Program</p>
	<p>Permessi Retribuiti (“Paid Permits”) is an additional paid leave that can be used on an hourly basis for personal reasons. You are required to submit information regarding your use of Paid Permits time via Workday. For details, please visit the link below.</p> <p>Italy Dirigenti Time Off Program</p>
SICK	<p>Illness or short-term disability is covered through the National Collective Bargaining Agreement of the trade sector. You will not lose any rights when absence from work is due to justified illness or injury with evidence provided.</p> <p>Dirigenti Splunkers are paid 100% of regular salary for the first 12 months. In the case of absence due to sickness, injury, or other incapacities, you are required to submit time off via Workday. For details, please visit the link below.</p> <p>Italy Dirigenti 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 by submitting a Time Off Request.</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. medical, dental, life, and etc.)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
<p>De Desi – Di Giacomo S.p.A. Martina De Besi martina.debesi@dbdg.it 06 36083985</p> <p>Alessandro De Besi Alessandro.Debes@dbdg.it 06 36083905</p>	<p>Annual Leave & Sick Time Requests Workday</p> <p>Leaves of Absence Splunk People Operations Team spot@splunk.com</p> <p>Time Off Request</p> <p>Leave Request</p>	<p>Splunk Benefits Hub</p> <p>Spark Wellbeing</p> <p>Benefits & Wellbeing</p> <p>Pwny Perks</p> <p>Splunk Service Portal</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.