

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 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>
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>Origin Financial Wellbeing</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>Family Planning Benefits</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>Splunk For Good</p>

Group Insurance Eligibility & Enrollment

ELIGIBILITY	<p>Regular Splunkers are eligible as of their date of hire. Your legal spouse up to age 60 (this could be known after underwriting) and dependent child(ren) (no age limit, but up to 60) are eligible for supplemental health benefits. Benefits will terminate upon separation of Splunk.</p>
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COST	Splunk pays 100% of the premium for you and your eligible dependents.
	<p>Your local HR contact will provide your new hire information to our vendors. If you wish to add your dependents to the supplemental medical plan, please provide SPOT their full name and national ID number.</p> <p>You will be automatically enrolled in the Family Planning, Protection, BTA, Financial Wellbeing and Modern Health plans. Changes to your health 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 create an HR Case in the Splunk Service Portal.</p>

Health

MEDICAL	<p>We provide a medical policy to South Korea Splunkers through Kyobo to assist with the cost of services and prescription drugs when they are not covered under the national medical program. The following medical benefits are provided for you and your eligible dependents.</p> <ul style="list-style-type: none"> • Inpatient: KRW 10,000,000 • Outpatient: KRW 250,000/day • Prescription: KRW 50,000/day • Non-deductible 1 (chiropractic): KRW 3,500,000 • Non-deductible 2 (injection): KRW 2,500,000 • Non-deductible 3 (MRI/MRA): KRW 3,000,000 <p>If you have questions about your coverage or wish to submit a claim, please reach out to Splunk's broker: EB Incorporation. For details, please visit the link below.</p> <p>Benefits Presentation (ENG) / Benefits Presentation (KOR)</p> <p>Watch the Benefits Presentation</p>
	<p>You are entitled to one annual health exam per calendar year up to KRW 350,000. To receive reimbursement for your annual health exam, please submit a valid receipt(s) through Concur and select the "Annual Health Exam" category.</p>
VISION EXAM	<p>You are entitled to one annual vision exam per calendar year up to KRW 50,000. To receive reimbursement for your annual health exam, please submit a valid receipt(s) through Concur and select the "Annual Health Exam" category.</p>

Financial

RETIREMENT	<p>Splunk provides a defined contribution (DC) pension plan through Samsung Life to all active full-time Splunkers. Splunk contributes 10% of your monthly salary (base + corporate bonus + commission). You will be eligible to participate in the pension plan upon completion of one continuous year of service with Splunk Korea. After ten (10) months of being active, the Benefits Team will put you in contact with our Samsung Life Representative to onboard you to the pension plan and to go over available investment options.</p> <p>Voluntary contributions can be made up to the legal limit and only through electronic transfer directly to Samsung Life. For details, please visit the link below.</p> <p>Pension Guide (English) / Pension Guide (Korean)</p>
LIFE INSURANCE	<p>Splunk provides risk benefits through Kyobo to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • Accidental Death (you/spouse): KRW 200,000,000 • Accidental Disability (you/spouse/children above 15): KRW 200,000,00 • Disease Death and Disability (you/spouse): KRW 200,000,000 • Cancer Diagnosis (you/spouse): KRW 20,000,000 • 2 Critical Illness (you/spouse): KRW 20,000,000 • Nursing fee (you/spouse/children): KRW 50,000/day <p>Benefits Presentation (ENG) / Benefits Presentation (KOR)</p> <p>Watch the Benefits Presentation</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>
MEAL ALLOWANCE	<p>A meal allowance of ₩100,000 per month will be issued on your paycheck.</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

You are entitled to statutory holidays observed in Korea. To view a list of holidays, please refer to Splunk's [holiday schedule](#).

ANNUAL LEAVE

In addition to the usual public holidays, you are entitled to annual leave/vacation time each year. You are expected to take time off prior to the end of each calendar year.

Consecutive Years of Service	Days of Annual Leave/ Vacation Time
Less than 1 year (1st year)	15 days (120 hours) prorated to length of service
No less than 1 year and less than 3 years (2nd - 3rd year)	15 days / 120 hours
No less than 3 years and less than 5 years (4th - 5th year)	16 days / 128 hours
No less than 5 years and less than 7 years (6th - 7th year)	17 days / 136 hours
No less than 7 years and less than 9 years (8th - 9th year)	18 days / 144 hours
No less than 9 years and less than 11 years (10th - 11th year)	19 days / 152 hours
No less than 11 years and less than 13 years (12th - 13th year)	20 days / 160 hours
No less than 13 years and less than 15 years (14th - 15th year)	21 days / 168 hours
No less than 15 years and less than 17 years (16th - 17th year)	22 days / 176 hours
No less than 17 years and less than 19 years (18th - 19th year)	23 days / 184 hours
No less than 19 years and less than 21 years (20th - 21st year)	24 days / 192 hours
22 years or longer	25 days / 200 hours

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 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.

[South Korea Time Off Program](#)

SICK

In a calendar year, you are entitled up to a maximum of ten (10) working days of paid absence, prorated based on your hire or termination date. A doctor certificate is required for sick time of five (5) or more days. You are required to submit information regarding your use of annual sick time via [Workday](#). For details, please visit the link below.

[South Korea Time Off Program](#)

BEREAVEMENT

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.

LEAVES OF ABSENCES

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](#).

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 an employee. If you have any questions, please contact the following:

Group Insurance (i.e. medical, life and retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
<p>EB Corporation eb@ebkorea.net T: 02-725-7588 F: 02-725-5088</p> <p>Samsung Life -Pension Account Managers 송명화 RM (Myeonghwa Song) myeonghwa.song@samsung.com 010-4104-1808</p> <p>퇴직연금 콜센터 Samsung Life – Pension Call Center 1588-3115</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>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.