

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	Regular, full-time Splunkers are eligible as of their date of hire. Benefits will terminate upon separation from Splunk.
COST	Splunk pays 100% of the premiums for Family Planning, BTA, and Modern Health plans.
ENROLLMENT & CHANGES	You will be automatically enrolled in the Life, Family Planning, BTA, and Modern Health plans.

Health

HEALTH ALLOWANCE	You be entitled to a medical allowance of 6.9% of your monthly base salary, less applicable taxes and withholdings, to use towards the cost of private healthcare coverage to be decided and arranged by you. This monthly allowance will be paid in each monthly paycheck.
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Financial

<p>LIFE INSURANCE</p>	<p>Splunk provides life and AD&D coverage through GBG Insurance to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • Term Life Insurance: 2x annual earnings, up to a max of USD 500,000 • Accidental Death and Dismemberment (AD&D) Insurance: 2x annual earnings, up to a max of USD 500,000 <p>For coverage in excess of USD 500,000, you will need to complete and return a medical underwriting form. For details, please visit the link below.</p> <p>Life Insurance Policy</p>
<p>BUSINESS TRAVEL & ACCIDENT (BTA) INSURANCE</p>	<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>
<p>MEAL ALLOWANCE</p>	<p>You will receive a meal allowance of MXN 1,866.67 per month. This allowance will be paid in each monthly paycheck.</p>
<p>CAR ALLOWANCE</p>	<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

<p>PAID HOLIDAYS</p>	<p>You are entitled to statutory holidays observed in Mexico. To view a list of holidays, please refer to Splunk' holiday schedule.</p>
<p>ANNUAL LEAVE</p>	<p>In addition to the usual public holidays, you are entitled to vacation time off based on your years of service.</p> <ul style="list-style-type: none"> • Years 1 to 5: 15 days per year • Years 6 to 10: 18 days per year • Years 11 to 25: 21 days per year <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</p>

SICK TIME	approval. You required to submit information regarding your use of annual vacation via Workday . For details, please visit the link below. Mexico Time Off Program (EN) / Mexico Time Off Program (ES)
	You are entitled to up to a maximum of five (5) working days paid absence in any calendar year. You are required to submit time off via Workday . For details, please visit the link below. Mexico Time Off Program (EN) / Mexico Time Off Program (ES)
	You are also entitled to twelve (12) days of sick time off, after a three (3) day waiting period. Please report sick time by submitting a Time Off Request .
	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 .
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:

Allowances & Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Splunk People Operations Team spot@splunk.com	Spark Wellbeing
Time Off Request	Benefits & Wellbeing
Leave Request	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.