

# 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 <b>much more!</b> 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><b>Modern Health / Employee Assistance Program – Work-Life Services</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, full-time Splunkers are eligible as of their date of hire.</p> <p>Benefits will terminate upon separation from Splunk.</p>
COST	<p>Splunk pays 100% of the premiums for Family Planning, BTA, and Modern Health plans.</p>

**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.

## Financial

**LIFE INSURANCE**

Splunk provides life and AD&D coverage through GBG Insurance to protect you and your loved ones in the case of unexpected loss.

- 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

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.

[Life Insurance Policy](#)

**BUSINESS TRAVEL & ACCIDENT (BTA) INSURANCE**

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.

[BTA Policy and ID Card](#)

**MEAL ALLOWANCE**

You will receive a meal allowance of MXN 1,866.67 per month. This allowance will be paid in each monthly paycheck.

**CAR ALLOWANCE**

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.

[Car Allowance](#)

## Time Off

PAID HOLIDAYS	You are entitled to statutory holidays observed in Mexico. To view a list of holidays, please refer to Splunk' <a href="#">holiday schedule</a> .
ANNUAL LEAVE	<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"> <li>• Years 1 to 5: 15 days per year</li> <li>• Years 6 to 10: 18 days per year</li> <li>• Years 11 to 25: 21 days per year</li> </ul> <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 <a href="#">Workday</a>. For details, please visit the link below.</p> <p><a href="#">Mexico Time Off Program (EN)</a> / <a href="#">Mexico Time Off Program (ES)</a></p>
SICK TIME	<p>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 <a href="#">Workday</a>. For details, please visit the link below.</p> <p><a href="#">Mexico Time Off Program (EN)</a> / <a href="#">Mexico Time Off Program (ES)</a></p>
SICK LEAVE	<p>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 <a href="#">Time Off Request</a>.</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 <a href="#">Time Off Request</a>.</p>
LEAVES OF ABSENCES	<p>For leaves of absences, including maternity, paternity, and <a href="#">military/reservist</a> leave, please submit a <a href="#">Leave Request</a>.</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:

**Allowances & Time Off (i.e. annual leave, leave of absences, and sick)**

**Portals/Websites**

<div>Splunk People Operations Team spot@splunk.com</div> <div>Time Off Request</div> <div>Leave Request</div>	<div>Spark Wellbeing</div> <div>Benefits &amp; Wellbeing</div> <div>Pwny Perks</div> <div>Splunk Service Portal</div>
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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.