

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, and part-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 Life & Disability, Salary Continuance, Family Planning, BTA, Financial Wellbeing and Modern Health plans.
ENROLLMENT & CHANGES	You will be automatically enrolled in the Life & Disability, Salary Continuance, Family Planning, BTA, Financial Wellbeing and Modern Health plans.

Health

HEALTH ALLOWANCE	You are entitled to a monthly allowance of NZD 300 for single/NZD 600 for family to use towards the cost of a private healthcare scheme to be decided and arranged by you. You must submit documentation supporting your insurance coverage through Concur to obtain reimbursement.
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Financial

LIFE & DISABILITY INSURANCE

Splunk provides life and disability insurance benefits through MetLife to protect you and your loved ones in the case of unexpected loss.

Summary of Death and Total and Permanent Disability (TPD) benefits:

- Benefit formula: 3 x annual salary
- Salary:
 - Compulsory employer superannuation contributions
 - Performance related commission, bonuses and other monetary benefits, averaged over the previous three (3) years or since the insured member started his or her current occupation, if less.
- Automatic Acceptance Limit (AAL*): AUD 1,000,000
- Benefit ceasing age: Age 65

Life Insurance Policy

Benefits Presentation

** If your sum insured exceeds the AAL, Metlife will send an email to you which has a direct link for an online application form and online application reference. It is important that you answer all questions applicable to you and submit the form once complete, as the insurer will not commence their assessment until a full application is received. If you require any further information or assistance, please contact WTW broker.*

INCOME PROTECTION

Splunk provides Income Protection benefits through MetLife to protect you and your loved ones in the case of unexpected loss.

Summary of Income Protection benefits:

- Monthly benefit: 75% of monthly salary
- Automatic Acceptance Limit (AAL*): AUD 14,000 per month
- Maximum monthly benefit: AUD 30,000 per month
- Waiting period: 90 Days
- Benefit period: To age 65
- Benefit ceasing age: Age 65

Income Protection Policy

Benefits Presentation

** If your sum insured exceeds the AAL, Metlife will send an email to you which has a direct link for an online application form and online application reference. It is important that you answer all questions applicable to you and submit the form once complete, as the insurer will not commence their assessment until a full application is received. If you require any further information or assistance, please contact WTW broker.*

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.

CAR ALLOWANCE	BTA Policy and ID Card
	<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 style="text-align: center;">Car Allowance</p>

Time Off

PAID HOLIDAYS	<p>You are entitled to statutory holidays observed in the New Zealand. To view a list of holidays, please refer to Splunk' holiday schedule.</p>
	<p>In addition to the usual public holidays, you are entitled to twenty (20) days of vacation time off per year, in accordance with applicable law.</p> <p>When scheduling your time off, please provide your manager with 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.</p> <p style="text-align: center;">New Zealand Time Off Program</p>
VACATION	<p>In accordance with the Holiday Act 2003, after (6) months of continuous employment you're entitled to ten (10) days of sick leave. Up to ten (10) days of sick leave may be carried over from one year to the next, up to a maximum of twenty (20) days current entitlement total. Please request sick time via Workday.</p> <p style="text-align: center;">New Zealand Time Off Program</p>
	<p>Splunk offers up to five (5) days of paid time off for Splunkers who experienced a death of a parent, spouse/partner, or child(ren), including miscarriage and stillbirth, and three (3) days off to grieve for their loss of siblings, grandparents, parents-in-law, grandparents-in-law, or grandchildren to grieve their loss and one (1) day bereavement leave on the death of any other person if, after considering relevant factors, Splunk NZ accepts you have suffered bereavement. Please request bereavement leave via Workday.</p>
SICK	<p>Splunk offers up to five (5) days of paid time off for Splunkers who experienced a death of a parent, spouse/partner, or child(ren), including miscarriage and stillbirth, and three (3) days off to grieve for their loss of siblings, grandparents, parents-in-law, grandparents-in-law, or grandchildren to grieve their loss and one (1) day bereavement leave on the death of any other person if, after considering relevant factors, Splunk NZ accepts you have suffered bereavement. Please request bereavement leave via Workday.</p>
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BEREAVEMENT	<p>For leaves of absences, including maternity, paternity, and military/reservist leave, please submit a Leave Request.</p>
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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. life, disability, and salary continuance)	Allowances and Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Willis Towers Watson Rebecca Matthews rebecca.matthews@wtwco.com +61 2 9285 4041	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.