

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 Splunkers are eligible as of your date of hire. Some coverage may stop for some benefits at age 67 or 70. Your spouse / cohabitant and child(ren) under age 21 are eligible for supplemental health benefits. Benefits will terminate upon separation of Splunk.
COST	<p>Splunk pays for 100% of your premium and 50% for any dependents. If you are enrolling your dependents, you are responsible for 50% of dependent cost for medical coverage, which will be deducted from your paycheck.</p> <ul style="list-style-type: none"> • Spouse: NOK 3,858 per year • Children NOK 1,750 per child per year <p>You will be automatically enrolled in the Family Planning, BTA, and Modern Health plans. Premiums paid by Splunk are considered taxable benefits-in-kind and the taxes due on the premiums will be withheld from your monthly paycheck. Please click here to view the 2024 taxable benefits amounts</p>
ENROLLMENT & CHANGES	<p>A member of our local broker team, Willis Towers Watson, will be reaching out to you directly to get you and any eligible dependents enrolled in our group medical, retirement, life & disability, and leisure travel programs. If you have any questions, please create an HR Case in the Splunk Service Portal.</p> <p>You will be automatically enrolled in the Family Planning, BTA, and Modern Health plans.</p>

Health

MEDICAL

Splunk provides a supplemental medical insurance through Vertikal Helseassistanse which guarantees you and your covered dependents access to medical specialists within 7 days and treatment within 10 days. For details, please visit the link below.

[Benefits Booklet](#)

Financial

RETIREMENT

Splunk provides an employer-sponsored pension scheme through DNB. You will be entitled to a pension contribution as follows based on base pay:

- 7% between 0-7.1G
- 15% between 7.1G-12G

[Benefits Booklet](#)

LIFE & DISABILITY INSURANCE

Splunk provides life and disability insurance through [Storebrand](#) to protect you and your loved ones in the case of unexpected loss.

- Life: 30G, covered until 67 years of age
- Long Term Disability: covered until 67 years of age
 - Medical Invalidity: 20G for 45 to 46 years old. Compensation depends on age and degree of disability
 - Disability / incapacity for work: 11-15G
 - Dependents: Guaranteed treatment in 10 days / medical specialist in 7 days
- Leisure Accident Insurance: covered until 70 years of age
 - Medical Invalidity: 20G for Splunkers who 45-46 years are old. Compensation is from a 15% degree of disability.
 - Disability / Incapacity for Work: 22-30G
 - Death: 15G + 6.5G child allowance

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](#)

LEISURE TRAVEL

Splunk provides leisure travel insurance through Gouda. In addition, our travel insurance covers holiday/leisure trips worldwide and your spouse/partner and children under 21 years of age (who still live at home) are covered too. For details, please visit the link below.

[Benefits Booklet](#)

<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>
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Time Off

<p>PAID HOLIDAYS</p>	<p>You are entitled to statutory holidays observed in Norway. 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 thirty (30) days of vacation/annual leave time off per calendar year.</p> <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 Workday. For details, please visit the link below.</p> <p>Norway Time Off Requests</p>
<p>SICK</p>	<p>You are entitled to up to a maximum of sixteen (16) working days paid absence in any calendar year. On the third day of being absent, you must present a doctor's certification to HR stating you are not fully fit to work due to illness. You are required to submit time off via Workday. For details, please visit the link below.</p> <p>Norway Time Off Requests</p>
<p>BEREAVEMENT</p>	<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>
<p>LEAVES OF ABSENCES</p>	<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, life & disability, retirement, and leisure insurance)	Allowances and Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
<p>Willis Towers Watson Norway Norway-GBM@wtwco.com</p>	<p>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> <p>2023 Benefit Renewal Webinar</p> <ul style="list-style-type: none"> • Presentation Recording Passcode: \$2z%k9Ap • Presentation Deck

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.