

# 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 Splunkers are eligible for group life insurance and private medical care benefits on 1<sup>st</sup> of the month following date of hire. For medical coverage, eligible dependents include spouse / partner, children up to 25 years of age.</p> <p>Benefits will terminate upon separation from Splunk.</p>
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<b>COST</b>	<p>Splunk pays 100% of the premiums for your Life Insurance and MultiSport membership along with the premiums for you and your family for Medical, Family Planning, EAP, and Modern Health.</p> <p>Since these insurance plans are financed by Splunk, the monthly premiums are considered taxable income and thus shall be subject to taxation (PIT) as well as mandatory social security contributions (ZUS).</p>
<b>ENROLLMENT &amp; CHANGES</b>	<p>You can login to <a href="#">Splunk BenefitsHub</a> (via Okta) to enroll in the Splunk benefits. The deadline to enroll in benefits is the 25th of every month for coverage to be effective on 1<sup>st</sup> of following month.</p> <p>If you join the insurance plan after three (3) months from the date of first being eligible you may be subject to a six (6) month waiting period.</p> <p>You will be automatically enrolled in the Family Planning, BTA, and Modern Health plans.</p>

## Health

<b>PRIVATE MEDICAL</b>	<p>Splunk has a direct agreement with Medcover for medical and dental services. The agreement provides coverage for you and your dependents. Below is a summary (not an exhaustive list) of coverage:</p> <ul style="list-style-type: none"> <li>• obligatory occupational medicine examinations: pre-employment, periodic, return-to-work health examinations</li> <li>• unlimited consultations of primary healthcare physicians: internal medicine specialist, paediatrician, family medicine specialist</li> <li>• unlimited consultations of specialists – such as: allergologist, andrologist, anaesthesiologist, surgeon, vascular surgeon, dermatologist, diabetologist, endocrinologist, phoniatriest, gastrologist, gynaecologist, haematologist, hepatologist, immunologist, cardiologist, laryngologist, travel medicine specialist, rehabilitation specialist, nephrologist, neonatologist, neurosurgeon, neurologist, ophthalmologist, oncologist, orthopaedist, orthoptist, pathomorphologist, proctologist, pulmonologist, radiologist, thoracic surgeon, rheumatologist, urologist</li> <li>• limited treatments – consultations with specialists such as: psychologist, psychiatrist, sex therapist, dietitian, speech therapist</li> <li>• consultations of general and paediatric outpatient emergency doctors; consultations of outpatient emergency doctors in the field of surgery and orthopaedics</li> <li>• home visits (4 per year)</li> <li>• basic consultations and nursing procedures</li> <li>• comprehensive outpatient procedures</li> <li>• comprehensive diagnostics, among others: full scope of laboratory examinations: (biochemistry, haematological, hepatological and immunological examinations, advanced hormonal examinations, tumour markers, genetic tests, bacterial culture, urine and stool culture), blood allergology examination package, skin prick tests</li> <li>• cytological and histopathological examinations, biopsies</li> </ul>
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FITNESS	<ul style="list-style-type: none"> <li>• screening examinations, such as: ECG Holter and blood pressure Holter, stress test, audiometry, EEG</li> <li>• mammography, full scope of X-ray and ultrasonography examinations, computed tomography, MRI</li> <li>• endoscopies, scintigraphies,</li> <li>• dental prophylaxis (once a year: clinical examination and removal of tooth deposits), emergency dental care</li> <li>• dental consecutive services (annual dental check-up, 3 free fillings in the year, 3 free anesthesia in a year, discounts on selected procedures)</li> <li>• pregnancy care</li> <li>• vaccinations against hepatitis A, hepatitis B, tetanus, diphtheria, tick-borne encephalitis, influenza</li> <li>• annual health-check-up</li> <li>• unlimited physiotherapy (access to the Back Pain Clinic, outpatient physiotherapy rehabilitation procedures - 30 per year)</li> <li>• medical emergency and transport</li> <li>• travel insurance</li> </ul> <p><b>Standard of Care</b></p> <p><b>Reimbursement Application</b></p>
	<p>You are eligible for the <b>MultiSport Plus</b> fitness benefit. You may also enroll your family members and the cost of any family cards will be deducted from your paycheck.</p>

## Financial

PENSION	<p>Splunk provides an Employee Capital Programs (PPK) through PKO TFI.</p> <p>You are automatically enrolled into the Splunk PPK Plan. There is a mandatory contribution of 2% of your monthly base salary and 1.5% contribution from Splunk. You can make an additional voluntary contribution up to 2% of your monthly base salary (total maximum of 4%).</p> <p>It is not mandatory to join our PPK plan, but all Splunkers will be automatically enrolled. If you do not want to participate you can opt out by completing this <a href="#">waiver form</a> and submitting to <a href="#">SPOT</a>. For details, please visit the link below.</p> <p><b>Pension Guide</b></p>
LIFE & ACCIDENT	<p>Splunk provides life, accident, and disability coverage through UNIQA in the amount 2x your base salary to protect you and your loved ones in the case of death or accident. The Free Cover Limit (FCL) is PLN 600,000. If your sum insured exceeds the FCL you will be granted insurance coverage to the limit of PLN 600,000 and will be asked to complete a Medical Questionnaire or medical test to increase the sum assured above the FCL. The sum assured</p>

<b>BUSINESS TRAVEL &amp; ACCIDENT (BTA) INSURANCE</b>	will be increased above the FCL after UNIQA completes the insurance risk assessment and after a positive underwriting decision is made.
	<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><b><a href="#">BTA Policy and ID Card</a></b></p>
<b>CAR ALLOWANCE</b>	<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><b><a href="#">Car Allowance</a></b></p>

## Time Off

<b>PAID HOLIDAYS</b>	You are entitled to statutory holidays observed in Poland. To view a list of holidays, please refer to Splunk' <b><a href="#">holiday schedule</a></b> .
<b>ANNUAL LEAVE</b>	<p>In addition to the usual public holidays, you are entitled to 26 days or 208 hours of vacation time off per year, in accordance with applicable law.</p> <p>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 <b><a href="#">Workday</a></b>. For details, please visit the link below.</p> <p><b><a href="#">Poland Time Off Program</a></b></p>
	<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 <b><a href="#">Workday</a></b>. For details, please visit the link below.</p> <p><b><a href="#">Poland Time Off Program</a></b></p>
<b>SICK</b>	
<b>BEREAVEMENT</b>	<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 <b><a href="#">Time Off Request</a></b>.</p>

**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:

Group Insurance (i.e. medical, dental, and retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Medical, Life & Work Inability Willis Towers Watson Beata Mikulska <a href="mailto:Beata.mikulska@wtwco.com">Beata.mikulska@wtwco.com</a>  Pension <a href="mailto:obslugapkotfi@finat.pl">obslugapkotfi@finat.pl</a>	Annual Leave & Sick Time Requests <b>Workday</b>  Leaves of Absence Splunk People Operations Team <a href="mailto:spot@splunk.com">spot@splunk.com</a>  Time Off Request  Leave Request	<b>Spark Wellbeing</b>  <b>Benefits &amp; Wellbeing</b>  <b>Pwny Perks</b>  Medicovert: <b>English / Polish</b>  MultiSport: <b>English / Polish</b>  <b>UNIQA</b>  <b>Splunk Service Portal</b>

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.