

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 much more! 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>Modern Health / Employee Assistance Program – Work-Life Services</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>Origin Financial Wellbeing</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>Family Planning Benefits</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>Splunk For Good</p>

Group Insurance Eligibility & Enrollment

ELIGIBILITY	<p>Regular, full-time Splunkers are eligible as of date of hire. Your legal spouse, civil partner, or same-sex partner up to age 65 and dependent child(ren) up to age 26 (if over age 18 also unmarried and enrolled in full-time education) are eligible supplemental health benefits. Upon separation of Splunk, benefits will terminate on the last day worked.</p>
-------------	---

COST	Splunk pays 100% of the premium for you and your dependents, when eligible.
ENROLLMENT & CHANGES	<p>You will be automatically enrolled in the Medical, Life, Accident, Family Planning, BTA, Financial Wellbeing and Modern Health plans. If you wish to enroll your eligible dependent(s) in the medical plan, please log into the Splunk Benefits Hub.</p> <p>You can only change certain benefits if you have a life event (such as a birth, marriage, divorce, or death). If you have a life event and need to change your medical insurance, please log into the Splunk Benefits Hub.</p>

Health

MEDICAL	<p>Splunk provides a medical policy through Cigna to you and eligible dependents to assist with the cost of hospitalization, outpatient services, and other medical costs both in Singapore and abroad (excluding the United States).</p> <ul style="list-style-type: none"> • Overall Plan Limit: USD 1,000,000 per policy year • The following medical costs are typically paid in full under your policy: <ul style="list-style-type: none"> ○ Inpatient Care ○ Outpatient Care ○ Inpatient Psychiatric treatment up to 180 days ○ Outpatient Psychiatric treatment ○ Durable medical equipment ○ Medical Evacuation ○ Terminal Care ○ Maternity ○ Routine Health Checks up to USD 400 per policy year ○ Dental up to USD 1,500 per policy year <p>CIGNA Benefit Booklet</p> <p>Benefits Presentation / Presentation Recording</p>
----------------	--

Financial

RETIREMENT	<p>The Central Provident Fund (CPF), a comprehensive social security savings plan in Singapore, is applicable only for Splunkers who are Singapore Citizens or Singapore Permanent Residents. If applicable, Splunk will make monthly contributions toward the CPF as required under the Central Provident Fund Act (Cap 36). Splunk will deduct from each monthly salary payment made, the maximum amount that may be recovered by Splunk under the CPF Act.</p>
-------------------	---

LIFE & ACCIDENT INSURANCE

Splunk provides life and accident benefits through AIA to protect you and your loved ones in the case of unexpected loss. Splunkers with coverage exceeding SGD 550,000 and/or age 64 will be subject to medical underwriting and insurer's acceptance.

- Term Life Insurance: 2x annual OTE*, up to SGD 1,000,000
- Total & Permanent Disability: 2x annual OTE*, up to SGD 1,000,000
- Personal Accident Rider: 2x annual OTE*, up to SGD 1,000,000

Please visit the [Splunk Benefits Hub](#) to designate your beneficiaries. For details, please visit the link below.

Benefits Presentation / Presentation Recording

** OTE is the sum of basic annual salary and sales incentive/commission. Sales incentive/commission must not exceed 100% of basic annual salary.*

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**TRANSPORTATION ALLOWANCE**

A Transportation Allowance is provided to you for the purpose of travel required in the performance of your job duties. Only Splunkers whose work requires regular travel to fulfill 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.

Transportation Allowance

Time Off

PAID HOLIDAYS

You are entitled to statutory holidays observed in Singapore. To view a list of holidays, please refer to Splunk's [holiday schedule](#).

ANNUAL LEAVE

In addition to the usual public holidays, you are entitled to the number of vacation days (listed below) based on length of service:

Cumulative Years of Service	Total Leave (Days)
0-2 years	15
2-3 years	16
3-4 years	17
4-5 years	18
5-6 years	19
6-7 years	20
7+ years	21

SICK	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 are required to submit vacation time off via Workday . For details, please visit the link below. Singapore Time Off Program
	You are entitled to fourteen (14) working days paid absence in any calendar year and an additional forty-six (46) working days' paid sick leave during each year of service in the event hospitalization is required, provided that such leave is certified by a doctor approved by the Company. You are required to submit information regarding your use of annual sick time. Please report sick time by submitting a Time Off Request . For details, please visit the link below. Singapore Time Off Program
	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 .
	Splunk offers a total of five (5) days paid time off for your marriage (inclusive of weekends). This leave is only valid within the first year after the issue date of your marriage certificate and it only applies when you have the certificate issued during your employment with Splunk. Please request marriage leave by submitting a Time Off Request .
	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, life, and accident)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Splunk Benefits Hub Online Chat Sterling Knight MingYing Teo mingying.teo@sterlingknight.com Joan Chan joan.chan@sterlingknight.com	Annual Leave & Sick Time Requests Workday Leaves of Absence Splunk People Operations Team spot@splunk.com Time Off Request	Splunk Benefits Hub Spark Wellbeing Benefits & Wellbeing Pwny Perks Splunk Service Portal

	Leave Request	
--	---------------	--

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.