

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 Splunkers are eligible as of their date of hire. Your spouse or partner, including same sex, and child(ren), regardless of age, who are financially dependent on you, are also eligible for supplemental health benefits. Your benefits will terminate at the last day of the month of employment (for supplemental health a one (1) month cancelation period required).</p>
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COST	<p>For the Classic Priority medical plan, Splunk pays for 75% of your premium and 50% for any dependents. If you wish to enroll in the Classic Comprehensive medical plan, you must pay the remainder of the cost above that which would be paid by Splunk for the Classic Priority plan. The Classic Saver plan is the lowest tier with the lowest rates also covered by Splunk at the same level as the Classic Priority plan. See the cost breakdown in the following table here.</p> <p>Splunk pays 100% of the premiums for Life, Family Planning, BTA, and Modern Health plans.</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 dependents enrolled in our group medical and protection plans.</p> <p>You will be automatically enrolled in the Life, Family Planning, BTA, and Modern Health plans.</p> <p>If you have a mid-year life event (such as a new baby, marriage or divorce) it is important that you inform Splunk Benefits of this event. Please email SPOT within 30 days of the event date.</p>

Health

MEDICAL	<p>Splunk will offer medical benefits through Discovery Health for you and your family. Benefits will include but not limited to mental health, major joints surgery, chronic illness benefit, screening and prevention benefits, outpatient benefits and basic dental treatment.</p> <p>2024 Discovery Health Brochure</p>
GAP COVER	<p>The Gap Cover product is a short-term standalone insurance product that provides “top-up” cover for members on a medical aid scheme. The benefit provided relates to the shortfall in tariffs charged by the specialists that have treated a member whilst admitted into hospital and the difference in the rate reimbursed by the medical aid scheme and tariff charged, the maximum tariff reimbursed is a total of 500%. The gap product also includes extender benefits for cover where co-payments or deductibles for in-hospital procedures apply, Oncology limits and or co-payments and casualty cover treatment.</p> <p>The annual benefit limit for 2023 is ZAR 85,837 per insured per annum. Should an in-hospital event arise once Discovery Health have processed the claim with a shortfall against a provider’s invoice, there may be a need to submit a separate claim to Gap Cover provider to claim any potential shortfall in the provider tariffs that have not been reimbursed in full.</p> <p>2024 Turnberry Gap Cover Limit Increases</p>

Financial

RETIREMENT	<p>Splunk offers a supplemental pension plan through Momentum. An employee contribution of 7.5% of your base salary is required to receive Splunk’s contribution of 10% (base salary). To designate a beneficiary for your pension fund, you can do so on Momentum’s portal by following the guide below to register or complete the below nomination and return it to WTTW.</p>
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LIFE INSURANCE

Momentum – Member Portal Quick Guide**Life Pension Beneficiary Nomination Form**

Splunk provides life and disability coverage through Momentum to protect you and your loved ones in the case of unexpected loss.

A life benefit will be paid out to your beneficiary 48x your monthly base salary as well as a funeral assistance benefit for you and your dependents. The funeral benefit covers yourself, a Spouse and children up to age 21 years. A lump-sum benefit is payable, refer to the below table. In the event you are out of work for medical reasons, the income replacement policy will cover 75% of your base salary after a three-month waiting period.

**Funeral benefit BASE under
Family Protector
(All members)**

The benefit stops at normal retirement age

Benefit for:

Member	R15,000.00
Spouse	R15,000.00
Children 14 - 21 years	R15,000.00
Children 6 - 13 years	R7,500.00
Children 1 - 5 years	R7,500.00
Children less than 1 year	R7,500.00
Stillborn children	R7,500.00
Option to continue cover in event of a disability claim	Yes
Member categories	Not required

To designate a beneficiary for life, you can do so on Momentum's portal by following the guide below to register or complete the below nomination and return it to [WTW](#).

Momentum – Member Portal Quick Guide**Life Pension Beneficiary Nomination Form**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

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 South Africa. To view a list of holidays, please refer to Splunk' holiday schedule .
	In accordance with applicable law, you are entitled to 25 days of vacation time off per year. 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. South Africa Time Off Program
	SICK You are entitled to a maximum of thirty (30) working days of paid absence over a 36-month period. Please report sick time via Workday . For details, please visit the link below. South Africa Time Off Program
	BEREAVEMENT 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 via Workday .
	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, life & disability, and retirement)	Allowances and Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Willis Towers Watson Joanne Kinnear joanne.kinnear@wtwco.com	Splunk People Operations Team spot@splunk.com Time Off Request Leave Request	Spark Wellbeing / Pwny Perks Benefits & Wellbeing 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.