

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

<p>ELIGIBILITY</p>	<p>Regular Splunkers are eligible as of their date of hire. Your legal spouse up to age 70 and dependent child(ren) up to age 23 (unmarried) are eligible for supplemental health benefits. Benefits will terminate upon separation of Splunk.</p>
<p>COST</p>	<p>Splunk pays 100% of the premium for you and your dependents, when eligible.</p>
<p>ENROLLMENT & CHANGES</p>	<p>Your local HR contact will provide your new hire information to our vendors. You will need to complete the enrollment file here with your personal and family information to enroll in the medical and protection plans. Once completed, please send to SPOT.</p> <p>To be covered for Critical Illness, you must complete a health declaration form and send the original to Willis Towers Watson Taiwan Ltd, 11065台北市信義區忠孝東路五段68號14樓, Lainie Lin.</p> <p>You will be automatically enrolled in the Family Planning, BTA, Financial Wellbeing and Modern Health plans.</p> <p>If you have a mid-year life event (such as a new baby, new marriage or divorce) it is important that you inform Splunk Benefits. Please email SPOT within 30 days of the event date.</p>

Your Health

HEALTH CHECK PROGRAM

Splunk offers an annual Health Check Program through Cathay Pacific Health Management Center. Program Highlights:

- You are entitled one (1) annual health check
- Splunk will pay 100% of the cost of your annual **health checkup**, up to TWD 8,000
- Annual health exams are considered taxable income and shall be subject to taxation
- You can add additional **voluntary tests** from the list of services
- You can enroll dependents¹ into this program
- You are responsible for the cost of **additional voluntary tests** and enrolled dependents
- Health checks do not carry forward from year to year

To schedule your annual health checkup appointment, please contact Cathay Health Management at 02-27390333 or 02-87510258#1 (based on clinic's location). Please note, if you have a Taiwan ID you may also reserve appointments via Cathay's **online portal**. The serial number of the online reservation is K35002. For details, please visit the link below.

[Health Check Program](#)

MEDICAL

Splunk provides a medical policy through AIA to Taiwan Splunkers to assist with the cost of services and prescription drugs when they are not covered under the national medical program. The following medical benefits are provided for you, your spouse, and your children.

- Accident Medical Reimbursement: up to TWD 20,000 per disability
- Hospitalization & Surgical Insurance:
 - Daily Room & Board TWD 2,000
 - Hospital Expenses TWD 40,000
 - Ordinary Surgery TWD 60,000
- Cancer Income Insurance
 - Daily Hospitalization Benefit TWD2,000
 - Daily Post-Hospitalization Benefit TWD 2,000
 - Surgical Benefit TWD60,000
 - Outpatient Benefit TWD2,000
- Group Occupational Hazard (OH) – You ONLY

[Medical Insurance Handbook](#)

[Benefits Presentation / Benefits Presentation Recording](#)

Your Finances

LIFE INSURANCE

Splunk provides life insurance of 36x monthly salary through AIA to protect you and your loved ones in the case of unexpected loss.

[Benefits Presentation / Benefits Presentation Recording](#)

<p>ACCIDENT INSURANCE</p>	<p>Splunk provides accidental death and dismemberment (AD&D) insurance of 36x monthly salary through AIA to protect you and your loved ones in the case of unexpected loss.</p> <p>Benefits Presentation / Benefits Presentation Recording</p>
<p>CRITICAL ILLNESS</p>	<p>Splunk provides critical illness insurance of 6x monthly base salary through AIA to protect you and your loved ones in the case of unexpected loss. There is a waiting period of 60 days.</p> <p>Critical Illness Policy</p> <p>Benefits Presentation / Benefits Presentation Recording</p>
<p>BUSINESS TRAVEL & ACCIDENT (BTA) INSURANCE</p>	<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>BTA Policy and ID Card</p>
<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>

Your Time Off

<p>PAID HOLIDAYS</p>	<p>You are entitled to statutory holidays observed in Taiwan. 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 15 days of vacation time off per year. After 10 years of service, you receive 1 day of additional vacation days for each year over 10 years of service, subject to an overall maximum of 30 days per year. You are expected to take time off prior to the end of each service year.</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 vacation 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>Taiwan Time Off Program</p>

SICK	<p>You are entitled to up to a maximum of thirty (30) working days paid absence in any calendar year, pro-rated based on your hire/termination dates. You are required to submit time off via Workday. For details, please visit the link below.</p> <p>Taiwan Time Off Program</p>
BEREAVEMENT	<p>Splunk offers up to eight (8) paid days for Splunkers who experience a death of a spouse/partner or parent, six (6) paid days for a grandparent, child(ren) including miscarriage and stillbirth, or parent-in-law, and three (3) paid days off from work for extended family to grieve their loss. Please request bereavement leave via Workday.</p>
MARRIAGE LEAVE	<p>Splunk offers a total of ten (10) days paid time off for your marriage (exclusive 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 via Workday.</p>
LEAVES OF ABSENCES	<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. health check, medical, life, accident, and critical illness)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
<p>Willis Towers Watson Richael Liu Richael.Lui@wtwco.com Tel: +886 (2) 2176 9068 ext 52892</p> <p>Cathay Health Management 02-27390333 or 02-87510258#1</p> <p>AIA Account Manager Gavin Tu Gavin-TY.Tu@aia.com Tel: (02)27352838#58675</p>	<p>Annual Leave & Sick Time Requests Workday</p> <p>Leaves of Absence 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>Cathay Health Management</p> <p>Splunk Service Portal</p>

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.