

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

<p>SPARK WELLBEING</p>	<p>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.</p> <p>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.</p> <p>Spark / Spark Events</p>
<p>PWNY PERKS</p>	<p>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.</p> <p>Pwny Perks</p>
<p>MENTAL WELLBEING</p>	<p>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.</p> <p>Modern Health / Employee Assistance Program – Work-Life Services</p>

<p>EMPLOYEE ASSISTANCE PROGRAM</p>	<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>
<p>FINANCIAL WELLBEING</p>	<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>
<p>FAMILY PLANNING</p>	<p>Splunk offers comprehensive fertility and parenting benefits 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>
<p>SPLUNK FOR GOOD</p>	<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. Splunk offers 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>

Eligibility & Enrollment

<p>ELIGIBILITY</p>	<p>Regular full-time Splunkers are eligible as of their date of hire. Medical coverage is available to spouse, up to 4 dependent children and one set of parents upon hire. Female employees with children aged 6 months to 6 years old are eligible to enroll in the tie up through KLAY.</p> <p>Benefits will terminate upon separation from Splunk.</p>
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<p>COST</p>	<p>Splunk pays 100% of the premiums for Medical, Life, Accident, Family Planning, Life, BTA, and Modern Health plans and provides a matching contribution of 12% of eligible salary to the Employee Provident Fund (EPF).</p> <p>The benefit premium payments are generally not considered taxable to you, however, premiums for covered parents in-law are taxable income.</p> <p>Splunk pays 70% of the monthly creche/daycare fees and these fees are taxable income.</p>
<p>ENROLLMENT & CHANGES</p>	<p>You should have already received an enrollment form for the Employee Provident Fund (EPF). If you have not, you will need to complete this form and submit to International Payroll.</p> <p>Prudent, Splunk’s local insurance broker, will reach out directly to you via your Splunk email address to obtain necessary enrollment information for your Life, Accident and Medical cover.</p> <p>You will be automatically enrolled in the Family Planning, Protection, BTA, and Modern Health plans.</p> <p>Changes to certain benefits can be made if you have experienced a life event such as a birth, marriage, divorce, or death. To make a change or for more information, please contact Prudent.</p> <p>To enroll with KLAY, please contact Sowmya Manohar or submit a KLAY Admissions Enquiry.</p>

Health

<p>MEDICAL INSURANCE</p>	<p>Medical coverage is available to you, your spouse, up to 4 dependent children and one set of parents (premiums to cover in-laws are taxable to the employee) upon hire by Splunk’s group insurance plan offered through Care Health.</p> <p>Group medical offerings include:</p> <ul style="list-style-type: none"> • Family coverage under a combined sum insured of 5 Lakh • All pre-existing clauses waived • In-house TPA for claims processing • Employee health checks through Care Health’s Platinum LiveWell Program (female/male). Learn more about the Health Check Process. <p>Care Health</p> <p>Benefits Presentation / Presentation Recording</p> <p>Online Claims Instructions</p>
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Financial

<p>RETIREMENT</p>	<p>Splunk complies with statutory requirements in providing the Employees' Provident Fund Scheme (EPF).</p> <p>You and Splunk are also required to contribute 12% of eligible salary (annual base salary) to the Employee Provident Fund every month.</p> <p>You may request to make additional voluntary contributions by contacting International Payroll to save more for retirement. These voluntary contributions can be cancelled at any time. For details, please visit the link below.</p> <p>Employees' Provident Fund Organization Enrollment Form</p>
<p>LIFE INSURANCE</p>	<p>Splunk provides Life and AD&D coverage through GBG Insurance to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • Term Life Insurance: 2x annual earnings, up to a max of USD 500,000 <p>For coverage more than USD 500,000, you will need to complete and return a medical underwriting form. For details, please visit the link below.</p> <p>GBG Life</p>
<p>ACCIDENT INSURANCE</p>	<p>Splunk provides Group Personal Accident coverage through Care Health to protect your and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • Group Personal Accident: 3x annual earnings • Permanent Total Disability: 100% of the sum insured • Temporary total disability (weekly benefit) <p>Care Health</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>CHILDCARE</p>	<p>Splunk has partnered with KLAY to provide the creche/day care program for working mothers to support them and build confidence to come back to work post maternity phase.</p> <p>This is a reserved seat model tie-up for female employees with children aged 6 months to 6 years old across all KLAY locations for Bangalore, Gurgaon, Hyderabad, Pune, DLF Gurgaon and Noida. For more information, please view the FAQs.</p> <p>KLAY Schools / KLAY Admissions Enquiry</p>

Time Off

<p>PAID HOLIDAYS</p>	<p>You are entitled to statutory holidays observed in India. 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 20 days or 160 hours of vacation/annual leave time off per year and Splunkers in Jammu & Kashmir are entitled to 22 days or 176 hours of vacation/annual leave 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 Workday. For details, please visit the link below.</p> <p>India Time Off Program</p>
<p>SICK</p>	<p>You are entitled to fifteen (15) days of sick time off, after a three (3) day waiting period. Please send your sick leave request via Workday and include a doctor's certificate if you are sick for five consecutive days or more. For details, please visit the link below.</p> <p>India Time Off Program</p>
<p>CASUAL LEAVE</p>	<p>You are entitled to twelve (12) Paid Casual Leave days or 96 hours per calendar year and employees in Jammu & Kashmir are eligible for fourteen (14) Paid Casual Leave days or 112 hours per calendar year (per local regulations). You are required to submit information regarding your use of casual leave via Workday. For details, please visit the link below.</p> <p>India Time Off Program</p> <p>Casual Leave FAQ</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 an a Splunker. If you have any questions, please contact the following:

Group Insurance (i.e. medical, life & accident insurance) & Creche	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
<p>Prudent Broker Manpreet Gill Manpreet.gill@prudentbrokers.com</p> <p>GBG Insurance Charlotte Newby charlotte@iebsinc.com</p> <p>KLAY Schools Sowmya Manohar sowmya.m@klayschools.com +91-7259120315</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>KLAY Schools</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.