

# 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 programs, 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, full-time, and part-time Splunkers are eligible as of date of hire. Your legal spouse or domestic partner and unmarried child(ren) up to age 24 or age 25 if a full-time student are eligible for Medical Benefits.</p> <p>Benefits will terminate upon separation from Splunk.</p>
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**COST**

As part of a group medical scheme through Bupa Australia, Splunkers are entitled to a monthly allowance of AUD 300 for single/AUD 600 for family to use towards the cost of Private Health Insurance. Private Health Insurance is considered a Fringe Benefit and as such there is Fringe Benefits Tax that's applicable to the premiums.

Splunk pays 100% of the premiums for Family Planning, Protection, BTA, Financial Wellbeing and Modern Health plans.

**ENROLLMENT & CHANGES**

You can enroll in the Splunk Medical Plan through the Bupa online Enrolment Portal. If you need help with the enrolment, please contact Bupa Client Consultants.

- If you are an Australian Resident with full Medicare entitlement, please complete the enrolment [here](#).
- If you are an overseas visitor with no or limited Medicare entitlements, please complete the enrolment [here](#).

You will need to login to [Splunk BenefitsHub](#) (via Okta) and provide your Superannuation Fund information and make any voluntary contribution elections.

You will be automatically enrolled in the Family Planning, Life Insurance, Disability, BTA, Financial Wellbeing and Modern Health plans. 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 create an HR Case in the [Splunk Service Portal](#).

## Health

**PRIVATE MEDICAL****Hospital Options:**

Corporate Hospital Level 1 (Nil Excess)	Corporate Hospital Level 2 (\$250 Excess)	Corporate Hospital Level 3 (\$500 Excess)	Mid Hospital \$250 Excess	Mid Hospital \$500 Excess
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**Extras Options:**

Signature Extras	Corporate 80 Extras	Corporate 70 Extras	Corporate 60 Extras
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Depending on the coverage level you select and your rebate level, additional costs may incur. All rates are based on the State or Territory you reside in and are posted to the [Pwny Portal](#).

[BUPA Presentation / Benefits Webinar](#)

## Financial

**RETIREMENT**

Splunk contributes 11% of eligible salary (including base pay, commission & bonus) to a Superannuation fund of your choice every month after your monthly pay is issued.

You will need to login to [Splunk BenefitsHub](#) (via Okta) to enter your Superannuation information within your first month. If you don't already participate in a Superfund and don't

## LIFE & DISABILITY INSURANCE

make an election in [Splunk BenefitsHub](#) you will be automatically enrolled in the Australian Super Fund.

You can make changes to your Superannuation fund and elect to voluntary superannuation contributions elections using the [Splunk BenefitsHub](#) at any time. You will need to track your own Super to ensure you don't overcontribute as this will result in paying tax at a higher rate.

Splunk provides life and disability insurance benefits through MetLife to protect you and your loved ones in the case of unexpected loss.

Summary of Death and Total and Permanent Disability (TPD) benefits:

- Benefit formula: 3 x annual salary
- Salary is defined as base plus:
  - Compulsory employer superannuation contributions
  - Performance related commission, bonuses, and other monetary benefits, averaged over the previous three (3) years or since the insured member started his or her current occupation, if less.
- Automatic Acceptance Limit (AAL\*): AUD 1,250,000
- Benefit ceasing age: Age 65

### Life Insurance Policy

#### Benefits Presentation / Benefits Webinar

*\* If your sum insured exceeds the AAL, Metlife will send an email to you which has a direct link for an online application form and online application reference. It is important that you answer all questions applicable to you and submit the form once complete, as the insurer will not commence their assessment until a full application is received. If you require any further information or assistance, please contact WTW broker.*

## INCOME PROTECTION

Splunk provides Income Protection benefits through MetLife to protect you and your loved ones in the case of unexpected loss.

Summary of Income Protection benefits:

- Monthly benefit: 75% of monthly salary
- Automatic Acceptance Limit (AAL\*): AUD 14,000 per month
- Maximum monthly benefit: AUD 30,000 per month
- Waiting period: 90 Days
- Benefit period: To age 65
- Benefit ceasing age: Age 65

### Income Protection Policy

*\* If your sum insured exceeds the AAL, Metlife will send an email to you which has a direct link for an online application form and online application reference. It is important that you answer all questions applicable to you and submit the form once complete, as the insurer will not commence their assessment until a full application is received. If you require any further information or assistance, please contact WTW broker.*

## BUSINESS TRAVEL &

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

<b>ACCIDENT (BTA) INSURANCE</b>	<p>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>BTA Policy</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>Car Allowance</b></p>

## Time Off

<b>PAID HOLIDAYS</b>	<p>You are entitled to statutory holidays observed in Australia. To view a list of holidays, please refer to Splunk' <b>holiday schedule</b>.</p>
<b>ANNUAL LEAVE</b>	<p>In addition to the usual public holidays, you are entitled to 20 days of vacation time off per year, in accordance with applicable law. When scheduling your annual leave, give your manager as much notice as possible. Splunk will make reasonable efforts to accommodate your requests, but all annual leave is subject to prior approval. You are required to submit information regarding your use of annual leave through <b>Workday</b>. For details, please visit the link below.</p> <p><b>Australia Time Off Program</b></p>
<b>SICK</b>	<p>In accordance with the Fair Work Act 2009, you're entitled to ten (10) days of sick leave over a 12-month period to be used for illness or injury. It can also be used to take time off to care for an immediate family or household member who is sick or injured or help during a family emergency. This is known as carer's leave but is taken out of your sick leave. Your sick leave balance accumulates from your first day of work and carries over to the next year. You are required to submit information regarding your use of sick leave through <b>Workday</b>. For details, please visit the link below.</p> <p><b>Australia Time Off Program</b></p>
<b>BEREAVEMENT</b>	<p>Splunk offers up to five (5) days of paid time off for Splunkers who experienced a death of a parent, spouse, or child(ren), including miscarriage and stillbirth, and three (3) days off to grieve for their loss of siblings, grandparents, parents-in-law, grandparents-in-law, or grandchildren. Please request bereavement leave by submitting a <b>Time Off Request</b>.</p>
<b>LEAVES OF ABSENCES</b>	<p>Splunk offers a discretionary <b>Paid Parental Leave benefit</b> with a "top-up" pay at eighteen (18) weeks for Primary Caregivers and two (2) weeks for Secondary Caregivers at 100% of base salary, in coordination with any statutory leave benefits. For leaves of absences, including Parental, Caregiver, and <b>military/reservist</b> leave, please submit a <b>Leave Request</b>.</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., medical, dental, and retirement)	Time Off (i.e., annual leave, leave of absences, and sick)	Portals/Websites
Willis Towers Watson Life and Disability Rebecca Matthews <a href="mailto:rebecca.matthews@wtwco.com">rebecca.matthews@wtwco.com</a> +61 02 9285 4041  Fred Mills <a href="mailto:Fred.mills@wtwco.com">Fred.mills@wtwco.com</a> +61 411 697 327  BUPA Client Consultants Patricia (Trish) Heka (NSW, ACT, & QLD) <a href="mailto:Patricia.heka@bupa.com.au">Patricia.heka@bupa.com.au</a> +61 422 999 710  Rohit Kumar (VIC, TAS, SA, NT, & WA) <a href="mailto:Rohit.kumar@bupa.com.au">Rohit.kumar@bupa.com.au</a> +61 429 810 854	Vacation & Sick Time Requests <a href="#">Workday</a>  Splunk People Operations Team <a href="mailto:spot@splunk.com">spot@splunk.com</a>  Time Off Request  Leave Request	<a href="#">Splunk Benefits Hub</a>  <a href="#">Spark Wellbeing</a>  <a href="#">Benefits &amp; Wellbeing</a>  <a href="#">Pwny Perks</a>  <a href="#">Splunk Service Portal</a>

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.