

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

ELIGIBILITY	Regular full-time and part-time Splunkers are eligible as of date of hire. Benefits will terminate upon separation from Splunk.
COST	Splunk pays 100% of the premiums for Family Planning, BTA, and Modern Health plans.
ENROLLMENT & CHANGES	You will be automatically enrolled in the Family Planning, BTA, and Modern Health plans.

Financial

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
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MEAL ALLOWANCE	A meal allowance of EUR 4.40 per day / EUR 96.80 per month will be issued on your paycheck.
CAR ALLOWANCE	<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>

Time Off

PAID HOLIDAYS	You are entitled to statutory holidays observed in Austria. To view a list of holidays, please refer to Splunk' holiday schedule .
ANNUAL LEAVE	<p>In addition to the usual public holidays, you are entitled to 25 days of vacation/annual leave per calendar year. After 25 years of service, you are entitled to 30 days of vacation/annual leave per calendar 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 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>Austria Time Off Program</p>
SICK	You are entitled to statutory sick time. After a month at Splunk, you are entitled up to a maximum of 8 to 12 weeks of paid absence in any calendar year, depending on service. Please report sick time by submitting a Time Off Request and include a doctor's certificate if out sick for two consecutive days or more.
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:

Allowances & Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites
Splunk People Operations Team spot@splunk.com Time Off Request Leave Request	Spark Wellbeing Benefits & Wellbeing Pwny Perks 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.