

# 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

<b>ELIGIBILITY</b>	Regular Splunkers are eligible first of the month in which the eligibility conditions are met and end on the end of the month where Splunkers and/or dependents no longer meet the eligibility conditions. Eligible dependents include spouse, partner registered at same address and children fiscally dependent on one of the parents.
<b>COST</b>	Splunk pays 100% of the premium for you and your eligible dependents.
<b>ENROLLMENT &amp; CHANGES</b>	<p>If you want to cover/affiliate your family members in the supplemental hospitalization and outpatient medical plans, you must complete the <a href="#">DKV Application Form</a> and return it to <b>SPOT</b> as soon as possible (within 2 months after your date of hire or a life event) to avoid any waiting periods.</p> <p>You will be automatically enrolled in the Family Planning, 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 to your supplemental hospitalization and outpatient medical plans, please contact <a href="#">Jan Smet</a> at AllIA.</p>

## Health

### MEDICAL

Splunk provides supplemental hospitalization and outpatient medical services through DKV. All Belgium Splunkers are automatically enrolled in our group plan. If you would like to cover your family members, action is required, please see below.

#### Hospitalisation Plan:

- Inpatient expenses(\*)
- Outpatient expenses 2 months before & 6 months after hospitalization (\*)
- Outpatient expenses in case of serious illness (no limit in time)
- Assistance

(\*) An annual deductible of € 175 applies when you apply for a private room

#### AZ Outpatient Plan with an annual limit of € 2500:

- Outpatient expenses without hospitalization
- Vision care
- Dental care

Covering Your Family Members (**Action Required**): Eligible family members is spouse, partner registered at same address, and children fiscally dependent on one of the parents. If you want to cover/affiliate your family members you must complete the attached [DKV Application Form](#) and return it to **SPOT** as soon as possible (within 2 months after your date of hire or a life event ) to avoid any waiting periods.

Cost of Coverage: Premiums for you and your eligible dependents will be paid in full by Splunk. Cover starts at the first of the month in which the eligibility conditions are met and end on the end of the month where your and/or your dependents no longer meet the eligibility conditions. For details, please visit the link below.

#### **Hospitalisation & Ambulatory Care**

## Financial

### RETIREMENT

Splunk provides an employer-sponsored pension scheme through Allianz. Our plan also includes a life insurance policy, income replacement, and waiver of premium. All the included benefits are calculated on your pensionable salary, which is equal to your base salary only (does not include bonus or commissions).

Cover starts on the first of the month coinciding with or following your hire date or the medical acceptance date in case of medical underwriting (Life and/or disability). Cover ends at retirement or on the first of the month coinciding with or following your leave date

Retirement (Defined Contribution Plan)

- Splunk contributes 4% up to breakpoint (statutory pension cap) & 9% above.
- Branch 23 funding with life cycle management
- A portion of your contribution, goes to a bundled life insurance coverage

#### **Retirement Plan**

<b>LIFE INSURANCE</b>	<p><b>MyBenefits@Allianz</b></p>
	<p>Life insurance is bundled with the defined contribution plan and necessary premium is taken from the retirement contribution.</p> <p>Standard level of coverage is equal to 2x your annual pensionable salary and the pension accrual. You can opt for a lower or higher level of coverage (per slice of 0,5x annual salary; medical underwriting applies) with a maximum of 6x annual salary. If you opt for no minimum, then your beneficiaries will receive your pension accrual in case of your decease. For details, please visit the link below.</p> <p><b>Life Plan</b></p>
<b>DISABILITY INSURANCE</b>	<p>Splunk provides disability benefits (Replacement income &amp; waiver of premium). The benefit kicks in after one month in case of economic incapacity due to illness or private accident; Waiver of premium also applies in case of occupational accident and kicks in after one month.</p> <p>Annuity benefit for illness and non-occupational accident is 15% S1 + 75% S2</p> <ul style="list-style-type: none"> <li>• Where S1 = Annual Salary (13,9233 x monthly gross salary of Augustus) limited to SS ceiling (€ 48.234,33 at 1/1/22)</li> <li>• S2 = Annual Salary exceeding this ceiling</li> </ul> <p>Annuity benefit for occupational accident is 75% S3</p> <ul style="list-style-type: none"> <li>• Where S3 = Annual Salary (13,9233 x monthly gross salary of Augustus) exceeding to legal ceiling occupational accident (€ 48.084,06 at 1/1/22)</li> <li>• Psychological illnesses (burn-out, depression, etc.) and the possibility of support for reintegration into the workplace is provided.</li> </ul> <p>Annuity benefit in case of maternity leave is 0% S4 + 75% S5</p> <ul style="list-style-type: none"> <li>• Where S4 = Annual Salary (13,9233 x monthly gross salary of Augustus) limited to the wage limit applicable for the calculation of maternity allowance</li> <li>• S5 = Annual Salary exceeding this wage limit</li> </ul> <p><b>Disability Insurance</b></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><b>BTA Policy and ID Card</b></p>
<b>ECO VOUCHERS</b>	<p>You are entitled to an annual eco voucher up to € 250 (amount varies based on Splunk service in the prior calendar year).</p>
<b>REPRESENTATION ALLOWANCE</b>	<p>All sales Splunkers will be entitled to a monthly representation allowance of €200. This allowance will be paid in your monthly paycheck.</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><a href="#">Car Allowance</a></p>
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## Time Off

<b>PAID HOLIDAYS</b>	<p>You are entitled to statutory holidays observed in Belgium. To view a list of holidays, please refer to Splunk' <a href="#">holiday schedule</a>.</p>
<b>ANNUAL LEAVE</b>	<p>In addition to the usual public holidays, you are entitled to 21 days of vacation time off per calendar year.</p> <p>When scheduling your annual leave, give your manager as much notice as possible. Splunk will make reasonable efforts to accommodate your requests, but all time off is subject to prior approval. You required to submit information regarding your use of annual vacation via <a href="#">Workday</a>. For details, please visit the link below.</p> <p><a href="#">Belgium Time Off Program (EN) / Belgium Time Off Program (FR)</a></p>
<b>ADV/RTT DAYS</b>	<p>In addition to annual leave, you are entitled to 12 Dagen arbeidsduurvermindering / Jours de récupération du temps de travail (ADV/RTT Days) per calendar year.</p> <p>When scheduling your ADV/RTT Days, give your manager as much notice as possible. Splunk will make reasonable efforts to accommodate your requests, but all time off is subject to prior approval. You required to submit information regarding your use of ADV/RTT days via <a href="#">Workday</a>. For details, please visit the link below.</p> <p><a href="#">Belgium Time Off Program (EN) / Belgium Time Off Program (FR)</a></p>
<b>SICK TIME</b>	<p>You are entitled to up to a maximum of five (5) working days paid absence in any calendar year. You are required to submit time off via <a href="#">Workday</a>. For details, please visit the link below.</p> <p><a href="#">Belgium Time Off Program (EN) / Belgium Time Off Program (FR)</a></p>
<b>SICK LEAVE</b>	<p>You are also entitled to thirty (30) days of sick time off after a three (3) day waiting period. Splunk will pay 100% of your monthly base salary during this period. Please report sick leave by submitting a <a href="#">Time Off Request</a> and include a doctor's certificate if out sick for two consecutive days or more.</p>
<b>BEREAVEMENT</b>	<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</p>

<b>LEAVES OF ABSENCES</b>	stillbirth. Extended family includes siblings, grandparents, parents-in-law, grandparents-in-law, or grandchildren. Please request bereavement leave by submitting a <a href="#">Time Off Request</a> .
	For leaves of absences, including maternity, paternity, and <a href="#">military/reservist</a> leave, please submit a <a href="#">Leave Request</a> .

## 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/Presentation
Allia Jan Smet Senior Account Manager Employee Benefits <a href="mailto:jan.smet@allia.be">jan.smet@allia.be</a> +32 3 204 00 58  DKV <a href="http://www.dkv.be">www.dkv.be</a> Contact Center: <b>02/287 64 11</b>	Splunk People Operations Team <a href="mailto:spot@splunk.com">spot@splunk.com</a>  <a href="#">Time Off Request</a>  <a href="#">Leave Request</a>	<a href="#">Spark Wellbeing</a>  <a href="#">Benefits &amp; Wellbeing</a>  <a href="#">Pwny Perks</a>  <a href="#">Benefit Webinar Presentation</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.