

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>All Splunkers with a work contract are eligible as of date of hire. Benefits will terminate upon separation from Splunk.</p>
<p>COST</p>	<p>Medical: Splunk pays 75% of the medical premium for you and your dependents (spouse/children). For the 2023 year, the Splunk annual contribution is €2,138.01 (€178.17/monthly) and your contribution is €712.67 (€59.39/monthly).</p> <p>Supplemental Medical: In addition to our medical coverage, you have the option to enroll in our supplementary medical coverage. This plan is 100% paid by you through your bank account - 0.663% MSSC (€24.31 /month with 2023 SS ceiling).</p> <p>Life & Disability: Splunk pays 100% on tranche A plus 75% on the excess on tranche B&C. Splunk pays 100% of the premiums for Family Planning, Protection, BTA, & Modern Health.</p>
<p>ENROLLMENT & CHANGES</p>	<p>Our supplemental medical, life and disability provider is Generali and the plans will be administered by a third-party vendor, HELIUM. HELIUM will be your primary site for benefit enrollments, processing medical claims and reviewing benefit statements.</p> <p>To receive your new medical ID cards, please enroll through HELIUM as soon as possible. You will be required to enter your personal information, select the plan level (BASE or BASE + Supplemental) and upload your banking information (RIB). Once enrolled, you will receive an electronic medical ID card within 24 hours and a permanent card will be mailed to your home address.</p>

For Life & Disability, you must designate your beneficiaries by visiting: <https://designation-beneficiaires.generalif.fr/> Please click here for [instructions](#). Splunk's contract number is: **11016821**.

You will be automatically enrolled in the Family Planning, Protection, BTA, and Modern Health plans through the [Splunk Benefits Hub](#). You can only change certain benefits if you have a life event. For example, a birth, marriage, divorce, or death. If you have a life event and need to change your benefits or if you would like more information, please create an HR Case in the [Splunk Service Portal](#).

Health

PRIVATE MEDICAL

Splunk provides a supplemental health coverage through Generali/Helium to assist with the cost of medical, dental, and vision.

Fees are reimbursed up to 500% SS tariffs in accordance with OPTAM (regulated fees) legislation. At your own cost, you can select a supplemental plan that covers non-regulated fees.

You and your eligible dependents have access to a doctor 24 hours a day and seven (7) days a week for medical assistance.

Key Benefits:

- On demand medical care: a doctor is easily accessible from France and abroad when needed.
- A call with a doctor less than 30 min or by appointment.
- Prescriptions can be prescribed over the phone and covered by Social Security.

[Fiche Pratique Option Non-Responsible](#)

[Garanties Mise en Ligne](#)

[Le Service de Téléconsultation Médicale](#)

PRIVATE DENTAL

Covers 4 x SS tariffs, dental prosthesis, orthodontic & covered implants: 5 x SS tariffs. Non-covered implants: 30% MSSC.

VISION

Maximum legal requirements for lenses & frame (up to €850 for very complex lenses), all lenses: 14% MSSC. The supplemental plan offers an extra €120 for the reimbursement of frame.

Financial

RETIREMENT

Beginning in April 2023, Splunk now offers a PEE (short-term savings plan) and PERO (long-term savings plan).

	<p>Epsor manages Splunk’s PEE (short-term savings plan). There is a 3 month waiting period to enroll this plan. Upon completion of your third month of work, Epsor will reach out via email to set up your employee portal and enroll in the plan. Voluntary employee contributions will be matched by Splunk up to 3x the employee contribution. The employer match will be capped at each year’s social security maximum.</p> <p>Arial manages Splunk’s PERO (long-term savings plan) which provides a 3% base salary contribution made by Splunk. Eligibility is immediate. There is no employee contribution required.</p> <p>Epsor Plan Details</p> <p>Epsor Webinar Recording</p> <p>Arial Plan Details</p> <p>Arial Webinar Recording</p>
<p>LIFE INSURANCE</p>	<p>Splunk provides you with life insurance through Generali/Helium to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • 3 x annual salary increasing to 3.6 with 1 child & by 1 x annual salary from 2nd child + Syntec education allowance (annual salary = all components: base + bonus + commissions with no cap) • Capital is doubled in case of accident
<p>DISABILITY</p>	<p>Splunk provides disability insurance through Generali/Helium to protect you and your loved ones in the case of unexpected loss.</p> <ul style="list-style-type: none"> • STD: after 90 days, 85% gross salary. First 90 days are covered by Splunk after 1 year of service • LTD: 85% gross salary until retirement or death (whichever is sooner)
<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>MEAL VOUCHERS</p>	<p>Splunk offers meal vouchers through Swile. You will have €9 per day available on your Swile card. Splunk will contribute 60% and you will contribute 40% via monthly payroll deductions. For details, please visit the link below.</p> <p>Meal Voucher FAQ</p>
<p>TRANSPORTATION ALLOWANCE</p>	<p>Splunk provides 100% reimbursement of the monthly transport card (Pass Navigo) to all Splunkers without a car allowance. According to local tax regulations, 50% of the monthly amount will be taxed.</p>

CAR ALLOWANCE

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.

[Car Allowance](#)

Time Off

PAID HOLIDAYS

You are entitled to statutory holidays observed in France. To view a list of holidays, please refer to Splunk' [holiday schedule](#).

ANNUAL LEAVE

Paid vacation is acquired during a Reference Period of 12 months, starting on June 1st of the previous year and terminating on May 31st of the current year. You earn paid vacation at a rate of 2.08 worked days per month, i.e. 25 worked days per Reference Period worked in full. Paid vacation earnings will be pro-rated for the year in which you join Splunk based on your date of hire. You may take your paid vacation earned from June 1st of the previous year until May 31st of the current year starting May 1st of the current year.

You are entitled to take only the vacation days that you have earned in the previous Reference Period during the current Reference Period. If you do not take your vacation earnings in full due to personal reasons, unused vacation days will not be carried forward and instead will expire as of May 31 of the current vacation year.

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 his/her use of annual leave through [Workday](#). For details, please visit the link below.

[France Time Off Program](#)

RTT DAYS

You are subject to a working time scheme with a limit of two hundred eighteen (218) working days per year with a grant of a certain number of paid rest days. Rest days are calculated on a calendar year basis, taking into consideration the number of days in the year, the number of bank holidays, and the number of paid leaves.

Rest Days = D- WD – WE – PL – BH

- D - Number of days in the calendar year
- WD - Annual Number of Days to be worked
- WE - Number of weekend days
- PL - Number of Paid Leave
- BH - Bank Holidays falling on a workday

For the 2022 year, you are entitled to ten (10) days of RTT. For Splunkers who started mid-year, your RTT entitlement will be prorated based on your date of hire.

<p>SICK</p>	<p>Rest can be taken as full days or half days. Rest days must be taken within the calendar year they are granted in. You are required to submit information regarding his/her use of RTT through Workday. For details, please visit the link below.</p> <p>France Time Off Program</p>
	<p>With your physician certification, you may be entitled to receive a daily allowance from the French Social Security Fund, equal to at least 50% of your daily wage, capped at 1.8 x minimum national salary. Your actual entitlement to the daily allowance amount is dependent on elements such as tenure, period that has been worked prior to illness, and is determined solely by the French Social Security Fund. Sick leave benefits may vary depending on length of employment at Splunk.</p> <p>As per the provisions of the applicable industry-wide Collective Bargaining Agreement:</p> <ul style="list-style-type: none"> • Splunkers with less than one (1) year tenure – Splunk does not pay any additional sick leave benefits until you’ve reached minimum on year tenure of your illness or injury is work-related. • Splunkers with one (1) year or greater (or work-related illness or injury) – Splunk will supplement the social security benefits to ensure you receive a benefit equal to your normal daily net salary during the first 90 days of your sick leave. In this example, Splunk will apply for your social security benefits, and pay you the remaining amount in order to ensure you receive your usual net salary in the next payroll. After 90 days of sickness, this will be your responsibility to provide HR with the breakdown of payments from SS. The insurance contract will then top up the State benefits up to 85% of your gross salary <p>Sick leave benefits are payable beginning the first day as documented by your physician for a maximum of three (3) consecutive months per year, with physician certification. You must provide your manager with a sick leave certificate from his/her general practitioner within 48 hours as from the first day of absence. For absences due to injury that last more than 90 consecutive days, the French welfare scheme is applicable.</p> <p>You must notify your manager of your sickness and report sick time by submitting a Time Off Request within 24 hours. This helps ensure timely communication between you and your manager for planning purposes and accurate recordkeeping for compliance purposes.</p> <p>Splunkers taking sick time should contact their manager the morning of the sick day and initiate the request for approval by their manager in Workday upon return to work. For details, please visit the link below.</p> <p>France Time Off Program</p>
<p>MARRIAGE LEAVE</p>	<p>You are entitled to four (4) day of marriage time off for your own marriage or registration of partnership (PACS) (same sex couples). Please request marriage leave by submitting a Time Off Request.</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>

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:

Group Insurance (i.e. medical, dental, and retirement)	Time Off (i.e. annual leave, leave of absences, and sick)	Portals/Websites/Presentation
<p>GBA Assurances Karine Liegard +33 86 95 81 80 admin@gba-assurances.net</p> <p>PEE Support + 01 86 76 08 23 https://login.epsor.fr/connexion hello@epsor.fr</p>	<p>Vacation & 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>Splunk Benefits Hub</p> <p>Spark Wellbeing</p> <p>Benefits & Wellbeing</p> <p>Pwny Perks</p> <p>Benefit Presentation</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.