

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>Regular, full-time Splunkers are eligible as of their date of hire. Your legal spouse and dependent child(ren) up to age 25 (if unmarried) are eligible for certain benefits. Your benefits will be effective on the date of hire, marriage or birth and will cease upon separation of Splunk, after the cancelation of the visa + 30 days.</p> <p>Please be advised, the 30 days extension is applicable only for Medical Policy. There is no extension of coverage on the Protection Benefits.</p> <p>Splunkers over age 70 may not be eligible for certain benefits.</p>
<p>COST</p>	<p>Splunk pays 100% of the premium for you and your dependents, when eligible.</p>
<p>ENROLLMENT & CHANGES</p>	<p>You will be automatically enrolled in the Family Planning, Financial Wellbeing, BTA, Housing Allowance, and Modern Health plans. You will need to complete all other benefits enrollment in Splunk Benefits Hub.</p> <p>You can only change certain benefits if you have a life event (such as 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 visit Splunk Benefits Hub.</p>

Health

PRIVATE MEDICAL

We provide a medical policy to UAE Splunkers through Cigna to assist with the cost of hospitalization, outpatient services, dental, and other medical costs. The following medical benefits are provided for you and your dependents. The plan meets the minimums under the Dubai Health Authority and the Health Authority of Abu Dhabi.

- Overall Plan Limit: USD 1,500,000 per year
- Area of cover: Worldwide coverage excluding USA
- Benefits covered include the following. Medical costs are generally paid in full unless otherwise stated under your policy:
 - Inpatient Care
 - Outpatient Care
 - Consultations with medical doctors, specialists (covered at 20% up to an out-of-pocket maximum of USD 13)
 - Routine adult physical exams up to USD 450 per year
 - Psychiatric treatment (Inpatient is USD 5,000 up to 30days and Outpatient is USD 20,000)
 - Maternity benefits up to USD 8,000 per year
 - Durable medical equipment: Paid in full
 - Routine Adult Physical Examinations up to USD 450
 - Dental benefits up to USD 1,875 per year with coinsurance ranging from 0-50%, depending on category of care
 - Annual eye exam
 - Vision expenses up to USD 200 per year

You will receive a welcome email from Insurer with your medical insurance details

- A Cigna global ID card for treatment outside UAE
- A of **local card (neuron card)** for treatment inside the UAE
- Member's Emirates ID will be activated and can be used for treatment inside UAE

If you obtain treatment within the network and present your ecard/Emirates ID, Cigna will settle invoices directly with the provider. You can find out if your provider is in the network by checking www.CignaEnvoy.com.

If you obtain an inpatient treatment at an out of network provider, Cigna will aim to provide a Letter of Guarantee for direct settlement. If this is not accepted by the provider, you can submit a **claim** for reimbursement by following the instructions. If you obtain an out-patient treatment at an out of network provider, you will have to settle the amount of the treatment first then apply for reimbursement through Cigna Envoy.

Please note that you may need to obtain preauthorization for certain types of treatment. You can find full details in the claims section of www.cignaenvoy.com.

Please register on Cigna Envoy access:

- Details of your Benefits
- View/Download your Electronic card
- Locate a Provider
- Update Personal Information

- Submit and Track Claims

Have questions about your coverage or wish to submit a claim, you can:

- Call Cigna directly 24 hours a day at +44 (0) 1475 788618 or, if you are in the UAE, call toll-free on: 800 1 CIGNA (800 1 24462)
- Reach out directly to the benefits broker, Associated Insurance Consultants 0097124489886 or k.dedios@ins-aic.com

[Cigna Guides, Benefits & Exclusions, Form, and Wellbeing](#)

Financial

LIFE & DISABILITY INSURANCE

Splunk provides risk benefits through Zurich to protect you and your loved ones in the case of unexpected loss.

- Group life: 3 times insured annual salary plus Body Repatriation of AED 20,000
- Temporary total disability: 100% of insured salary
- Permanent partial or total disability: 3 times insured salary

[Life & Disability Policy](#)

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 and ID Card](#)

ANNUAL FLIGHT HOME

You and your family (spouse/partner and dependent children) are entitled to one return economy class ticket from Dubai to your home country on the completion of every year of continuing employment. Please book your flights through Splunk's Travel management Company, Egencia. Please note, travel must be booked in line with the Travel and Expense Policy. For details, please visit the link below.

[Travel and Expense Policy](#)

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](#)

ALLOWANCES

You may be eligible for a child education allowance, and/or housing allowance based on your job level. For details, please visit the link below.

Allowance Policy

Time Off

PAID HOLIDAYS	You are entitled to statutory holidays observed in the UAE. 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 30 days of vacation time off per year, in accordance with applicable law.</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 annual leave is subject to prior approval. You are required to submit information regarding your use of annual leave through Workday. For details, please visit the link below.</p> <p>UAE Time Off Program</p>
SICK	<p>You are entitled to fifteen (15) days of sick time on full pay, plus thirty (30) days of sick time on half pay each year. Please report sick time by submitting a Time Off Request. For details, please visit the link below.</p> <p>UAE Time Off Program</p>
MARRIAGE LEAVE	<p>Splunk offers a total of ten (10) days paid time off for your marriage (inclusive of weekends). This leave is only valid within the first year after the issue date of your marriage certificate and it only applies when you have the certificate issued during your employment with Splunk. Please request marriage leave by submitting a Time Off Request.</p>
BEREAVEMENT	<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	<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 a Splunker. If you have any questions, please contact the following:

Group Insurance (i.e., medical, life, and disability)	Time Off (i.e., annual leave, leave of absences, and sick)	Portals/Websites
<p>Associated Insurance Consultants Krisha Prestoza de Dios k.dedios@ins-aic.com</p> <p>Cigna 800 1 CIGNA (800 1 24462) +44 (0) 1475 788618 Cigna Member Handbook www.cignaenvoy.com</p>	<p>Annual Leave & 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>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.