

Example of Family Care Time - CA Employee

Note: Example assumes request to care for a seriously injured family member for 12 weeks; actual duration will vary based on individual situation

| Leave | Family Care Leave | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|----|----|
| | Week 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| Protection Leave Laws - Federal & State | Family and Medical Leave Act (FMLA)* | | | | | | | | | | | |
| | California Family Rights Act (CFRA)* | | | | | | | | | | | |
| | Week 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| Income Replacement Through CaPFL, Sick time or PTO | CA Paid Family Leave (CaPFL) 60% of Salary up to \$1,3570/week paid by Larkin | | | | | | | | | | | |
| | Option to use PTO and Sick Time - Enter request in Workday, paid by Splunk. Enter no more than 40% Sick/PTO per week (about 16 hours) to supplement with CaPFL income replacement. | | | | | | | | | | | |
| | Week 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |

* An employee is eligible for leave under FMLA and CFRA provided they (1) have been employed by Splunk for at least 12 months, and (2) has worked at least 1,250 hours during the 12-month period immediately preceding their leave. Larkin, our leave administrator, will inform of eligibility for leave under these laws.