

Example of PARENTAL LEAVE - CA Employee

	Parental Leave																			
	Week 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Protection	Family and Medical Leave Act (FMLA)*																			
	California Family Rights Act (CFRA)*																			
	Splunk's Parental Leave Company Policy																			
	Week 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Income Replacement	CA Paid Family Leave (PFL) 60% of Salary up to \$1,357/week paid by Larkin																			
	Splunk's Parental Leave Top Up (20 weeks) Top up to 100% paid by Splunk reduced by PFL																			
	Week 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

* 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 leave eligibility under these laws.