

Example of Parental Leave - Non-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)*																			
	Splunk's Parental Leave Policy																			
	Week 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Income Replacement	Splunk's Parental Leave Top Up (20 weeks) Top up to 100% paid by Splunk																			
	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 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 them if eligible for leave under these laws.

*An employee may be eligible for state benefits they work in (e.g., WAPFML, DCPFL, NY PFL, MAPFML). Contact our leave administrator, The Larkin Company for additional information and filing instructions.