

Example of Pregnancy Disability and Parental Leave - CA Employee

Note: Example assumes disabled 1 week before normal delivery, actual start date will vary based on individual situation

	Pregnancy Disability							Parental													
	Week 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Protection Leave Laws (Federal & State)	Family and Medical Leave Act (FMLA)*																				
	Pregnancy Disability Leave (PDL)							California Family Rights Act (CFRA)*													
		Splunk's Parental Company Policy (20 weeks)																			
	Week 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Income Replacement	Income benefits paid through Voluntary Disability Insurance, Splunk's Short Term Disability Plan, Paid Family Leave, Leave Top Up, Sick Time or PTO.																				
	Use Sick & PTO Time Request in Workday, paid by Splunk																				
			CA Voluntary Plan (VDI) 70% of Salary up to \$3,500/week paid by Larkin																		
			Splunk's Parental Leave Top Up Top up to 100% paid by Splunk reduced by VDI/STD																		
			CA Paid Family Leave (PFL) 60% of Salary up to \$1,357/week paid by Larkin																		
			Splunk's Parental Leave Top Up - Continued 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	21

* 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 them if they are eligible for leave under these laws.