

**Example of Pregnancy Disability and Parental Leave - Non-CA Employee**

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

<b>Leave</b>	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
<b>Protection</b>	Family and Medical Leave Act (FMLA)*																				
	Splunk's Parental Leave Company Policy (20 weeks)																				
<b>Income Replacement</b> Through STD, paid Parental, sick & PTO	Use Sick Time & PTO Request in Workday, paid by Splunk																				
	Short Term Disability (STD) 70% of Salary up to \$3,500/week paid by Larkin																				
	Splunk's Parental Leave Top Up (20 weeks) Top up to 100% paid by Splunk reduced by other income replacement benefits e.g., STD																				
	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 FMLA eligible 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.

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