



U.S. PAY TRANSPARENCY NONDISCRIMINATION PROVISION

Based on Regulations, Effective January 2016

Because Splunk does business with the United States government, Splunk is considered a federal "contractor." As a condition of doing business as a federal contractor, we are required to post the following policy. If you have any questions about this policy, please contact Human Resources.

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.