

CONCILIATION AGREEMENT

Between

THE U. S. DEPARTMENT OF LABOR

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

and

SPLUNK INC.

250 BRANNAN STREET,
SAN FRANCISCO, CALIFORNIA 94107

PART I. PRELIMINARY STATEMENT

The Office of Federal Contract Compliance Programs ("OFCCP") evaluated Splunk Inc.'s ("Splunk") establishment located at 250 Brannan Street, San Francisco, CA and alleged that Splunk was not in compliance with Executive Order 11246, as amended and its implementing regulations at 41 C.F.R. Sections 60-1 and 60-3. OFCCP notified Splunk of the violations alleged and the corrective actions required in a Notice of Violation issued on March 23, 2016 ("NOV"). In the interest of resolving the alleged violations contained in the NOV without engaging in further legal proceedings and in exchange for the good and valuable consideration described in this document, OFCCP and Splunk enter this contract ("Conciliation Agreement" or "Agreement") and agree to all the terms stated below. This Agreement shall govern OFCCP's determinations of Splunk's compliance with Executive Order 11246 and OFCCP regulations in the NOV.

PART II. GENERAL TERMS AND CONDITIONS

1. In exchange for Splunk's fulfillment of all obligations in Parts III and IV of the Agreement, OFCCP agrees not to institute administrative or judicial enforcement proceedings under Executive Order 11246 based on the alleged violations described in the NOV. However, OFCCP has the right to initiate legal proceedings to enforce the Agreement itself or to correct and obtain relief for the alleged violations described in NOV if Splunk violates this Agreement. Nothing in this Agreement precludes OFCCP from initiating enforcement proceedings based on future compliance evaluations or complaint investigations.
2. Splunk agrees that OFCCP may review its compliance with this Agreement. As part of such review with respect to matters addressed in Part III, OFCCP may require written reports, inspect the premises, interview witnesses, and examine and copy documents. Upon reasonable notice, Splunk will permit access to its premises during normal business hours for these purposes and will provide OFCCP with all reports and documents requested.
3. Splunk understands that nothing in this Agreement relieves Splunk of its obligation to fully comply with the requirements of Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, and/or the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212), their implementing regulations, or any other equal employment statute or executive order or its implementing regulations.

4. Splunk promises not to harass, intimidate, threaten, discriminate, or otherwise retaliate against any individual because the individual receives benefits from this Agreement, files a complaint or participates in any investigation or proceeding under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and/or the Vietnam Era Veterans Readjustment Assistance Act of 1974, or engages in any activity listed at 41 C.F.R. § 60-1.32(a).
5. The parties understand the terms of this Agreement and enter into it voluntarily.
6. This document and its attachments contain the complete and final understanding of the parties with respect to the matters referenced herein. This Agreement contains all terms by which the parties are bound and it supersedes all prior written or oral negotiations and agreements. There will be no modifications or amendments to this Agreement unless they are in writing, signed by all parties.
7. If one or more provisions of this Agreement are rendered unlawful or unenforceable, the remaining provisions will remain in full force and effect.
8. This Agreement becomes effective on the day it is signed by the Regional Director of the Pacific Region (the "Effective Date") unless the Director of OFCCP indicates otherwise within 45 calendar days of the date the Regional Director signs the Agreement.
9. This Agreement will expire sixty (60) days after Splunk submits the final report required in Part IV (A), below, unless OFCCP notifies Splunk in writing prior to the expiration date that Splunk has not fulfilled all of its obligations under the Agreement, in which case, the Agreement is automatically extended until the date that OFCCP determines Splunk has met all of its obligations under the Agreement.
10. If Splunk violates this Conciliation Agreement,
 - A. The procedures set forth at 41 C.F.R. 60-1.34 will govern:
 - 1) If OFCCP believes that Splunk violated any term of the Agreement while it was in effect, OFCCP will send Splunk a written notice stating the alleged violations and summarizing any supporting evidence.
 - 2) Splunk will have fifteen (15) days from receipt of such notice to demonstrate in writing that it has not violated the Conciliation Agreement, unless such a delay would result in irreparable injury to the employment rights of affected employees or applicants.
 - 3) If Splunk is unable to demonstrate that it has not violated the Agreement, or if OFCCP alleges irreparable injury, enforcement proceedings may be initiated immediately without issuing a show cause notice or proceeding through any other requirement.
 - 4) OFCCP may seek enforcement of this Agreement itself and is not required to present proof of any underlying violations resolved by this Agreement.

B. Splunk may be subject to the sanctions set forth in Section 209 of the Executive Order and/or other appropriate relief for violation of this Agreement.

11. This Agreement does not constitute an admission by Splunk of any alleged violation of Executive Order 11246, or any other laws or regulations, nor has there been an adjudicated finding that Splunk violated any laws or regulations.

PART III. SPECIFIC ALLEGED VIOLATIONS AND REMEDIES

1. ALLEGED FAILURE TO PROVIDE EQUAL EMPLOYMENT OPPORTUNITY

A. STATEMENT OF ALLEGED VIOLATION

OFCCP has alleged that during the period from August 1, 2010 through July 31, 2012, Splunk discriminated against qualified African American applicants based upon race in its recruiting and hiring practices for Technical Professional roles, and discriminated against Asian applicants based upon race in its recruiting and hiring practices for Technical Professional, Senior Technical Professional and Administrative Professional roles in violation of 41 C.F.R. 60-1.4(a)(1). OFCCP has alleged that Splunk also failed to keep and provide records as required by 41 C.F.R. 60-1.12 and 60-1.43.

B. REMEDY

- 1) Notice. Within 60 calendar days after the Effective Date, Splunk must notify the Class Members ("CMs") as determined by OFCCP in Attachment 1 of the terms of this Agreement by mailing by return-receipt, certified mail to each CM based on the last known address in Splunk's applicant records – a Notice (Attachment 2, "Notice"), an Information Verification Form (Attachment 3, "Interest Form"), a Release of Claims (Attachment 4 "Release"), and a postage paid return envelope. CMs must return the completed Interest Form and Release to Splunk within 30 days of receipt of the Notice or, as applicable, the second Notice referenced below. Within fifteen(15) days after the initial 30-day response period referenced above expires, Splunk will notify OFCCP of any CMs who have not responded. OFCCP will have an additional fifteen (15) days from the receipt of such notice to find the missing CMs and to provide contact information to Splunk of those CMs it was able to find. Within seven days of receipt of OFCCP's list, Splunk will notify the newly located CMs and provide mail to each (in the manner referenced above) an Interest Form, Release, and postage paid return envelope. Each newly located CM will have 30 days after receipt of the second notification letter to respond. The determination of CMs in Attachment 1 shall be binding on the parties except that OFCCP may for good cause add additional CMs prior to its determination and approval of the final list of eligible CMs.
- 2) Eligibility. All CMs who sign and return the completed Interest Form and Release to Splunk before the final response deadline for any CM ("Eligible CMs") will receive a share of the monetary settlement. Any CMs whom Splunk and OFCCP are unable to

locate or fail to respond before the final response deadline shall not be Eligible CMs and will be excluded from the monetary settlement and hiring obligations.

Within fifteen days after the final response deadline, Splunk will provide OFCCP with a list of the Eligible CMs. Within five days after receiving the list, OFCCP will approve the final list of Eligible CMs or discuss with Splunk any issues necessary to finalize the list, such as the inclusion or exclusion of certain individuals. OFCCP's approval on eligibility shall be deemed final and binding on the parties for purposes of distribution under this Agreement.

- 3) Monetary Settlement. Splunk agrees to distribute \$2,700,000 representing lost back pay in equal shares among all Eligible CMs on OFCCP's final approved list less employee-side withholdings required by federal, state or local law. Such payment will constitute full and final settlement of all financial claims related to this alleged violation. In addition to the monetary settlement amount above, Splunk will remit to the Internal Revenue Service ("IRS") or other relevant tax authority all employer's share of social security and other employer-side taxes and employee-side withholdings on back pay. Splunk will mail each Eligible Class Member an IRS W-2 Form reporting the payment. These IRS forms will be mailed at the end of the year. Splunk is responsible for ensuring all tax rules are followed. Splunk will disburse the monetary settlement within 30 calendar days after OFCCP approves the final list of Eligible CMs.

Within ten (10) business days of Splunk's receipt of a check to an Eligible CM returned as undeliverable, Splunk will notify OFCCP of this fact via e-mail sent to Luis Rodriguez, Director of Regional Operations, OFCCP, 90 7th Street, Suite 11-100, San Francisco, CA 94103 (rodriguez.luis.n@dol.gov) and Deputy Regional Director Jane Suhr (Suhr.Jane@dol.gov)--or to a replacement contact specified in writing by the Agency. OFCCP will attempt to locate the Eligible CM and if OFCCP obtains an alternate address, Splunk will re-mail the check within ten (10) business days of receiving an alternate or corrected address. Any check that remains uncashed 120 days after the initial date the check was mailed to the Eligible CM will be void. Splunk will make a second distribution to all Eligible CMs who cashed their first check, provided that if the total amount of uncashed funds would result in a payment of less than \$100.00 to each Eligible CM who cashed the first disbursement check, Splunk will use those uncashed funds to provide training in equal employment opportunity to its personnel.

- 4) Hiring.
 - a. OFCCP recognizes that Splunk's jobs require persons with specialized technical skills. The parties agree that Splunk will make reasonable good faith efforts to consider and offer jobs to Eligible CMs who timely returned a completed Interest Form, consistent with Splunk's relevant job qualifications and the current qualifications of the applicants. As appropriate positions become available, Splunk shall extend job offers in writing to those class members on the Final List who (a) have returned the Interest Form expressing

an interest in employment, (b) have executed the Release in accordance with the instructions contained in the Notice, and (c) meet Splunk's job qualifications for the specific position. Splunk shall have a reasonable time to attempt to match open jobs against interested CMs' qualifications. Job offers shall be extended to interested class members who meet these qualifications until six Asian CMs are hired into Technical Professional roles, one Asian CM into a Senior Technical Professional role, three Asian CMs into Administrative Professional roles, and one African American CM into a Technical Professional role.

and one best qualified for the position

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- b. If there are an insufficient number of qualified, interested Asian or African American CMs to meet the hiring requirements in subparagraph a, Splunk will document its reasons for not selecting the interested class members and agrees to undertake good faith recruitment efforts for the impacted group with the goal of hiring additional Asian and African American candidates.
- c. CMs hired under this Agreement shall receive a starting pay, stock options or equity, and benefits consistent with Splunk's current new hire compensation packages for the job in which the CM is hired and the relevant qualifications of the individual. The CMs who Splunk has selected or hired into the specified position in satisfaction of subparagraph a. shall receive retroactive company service credit back to the date of his or her original application for the identified role.

- 5) Recordkeeping and Retention: Pursuant to 41 C.F.R. 60-1.12, Splunk will properly maintain records on the revised policies and procedures, including any associated underlying data and information such as HRIS and payroll data, stock agreements, job applications, applicant and hire data, disposition codes, and personnel records, and any other records or data used to generate the required reports.
- 6) Training: Within 180 days following the final recommendations of the Expert retained in E., below, Splunk will complete training of all individuals involved in the recruiting, hiring, and training of applicants for Senior Technical Professional, Technical Professional, and Administrative Professionals positions at its establishment. The content of this training will include all new and revised policies, procedures, and programs established under this Agreement, and on the requirements set forth in this Section.

E. EMPLOYMENT PROCESS:

- 1) Within 90 days of the Effective Date, Splunk shall consider, interview and select an independent expert (the "Expert") who has experience with human resources and EEO best practices related to recruitment and hiring practices applicable to high technology industry positions, at Splunk's cost, to review and evaluate Splunk's recruitment and hiring practices to ensure equal employment opportunity. Splunk's selection shall be subject to OFCCP's approval, which shall not be unreasonably withheld. Splunk will consider OFCCP's objections in good faith and determine whether to retain a different expert. The Expert will, in consultation with subject matter experts at Splunk, review:
 - a. Splunk's recruiting and hiring processes and standards, including the phases of

Splunk's hiring process and the documentation of each step of the process;

- b. recruitment methods and selection criteria used in Splunk's recruiting and hiring processes;
 - c. equal employment compliance with regard to recruitment and hiring.
- 2) Splunk will provide the Expert with documents, data, access to individuals, or other information reasonably requested to complete the review and make recommendations. The Expert will be subject to Splunk's standard confidentiality agreement and standard procurement provisions for these types of services.
 - 3) Before beginning the review as described above, the Expert will meet once with OFCCP to discuss the methodology for the review.
 - 4) After conducting a review as the Expert deems appropriate, the Expert will make final recommendations to Splunk regarding steps it should take to ensure compliance with Executive Order 11246 regarding recruitment and hiring matters covered under this Agreement. The Expert will also provide a copy of the final recommendations to OFCCP and the parties shall convene a conference call during which OFCCP will have an opportunity to discuss the Expert's review and recommendations. Splunk shall consider all the recommendations and determine which are consistent with its business, equal opportunity and best practices. If Splunk in good faith determines that a recommendation is not feasible or appropriate it shall advise OFCCP. If OFCCP determines that a recommended practice that Splunk chooses not to implement constitutes a violation of Executive Order 11246, OFCCP shall inform Splunk in writing within fifteen (15) business days why it believes a violation may exist and request that Splunk reconsider its decision. Splunk shall have ten (10) business days to respond to any request from OFCCP to reconsider or otherwise accept OFCCP's suggestions.
 - 5) The Expert shall endeavor to complete the review and provide the recommendations referenced in this section within 12 months of selection of the Expert.

PART IV. REPORTS REQUIRED

Splunk must submit the documents and report described below to: Luis Rodriguez, Director of Regional Operations, OFCCP, 90 7th Street, Suite 11-100, San Francisco, CA 94103.

- A. Splunk must submit a total of two progress reports. Each progress report will cover a twelve month period after this Agreement is in effect. The first progress report will be due fourteen months after the Effective Date. The second report must cover the second year period, and must be submitted within 60 calendar days after the close of that second year period. Splunk will submit the following in each progress report:

- 1) The first report will include documentation of monetary payments to all Eligible CMs as specified in Part III – Section 1B (3). The documentation must include the names of Eligible CMs who were paid, and, for each Eligible CM, the number and the amount of the check and the date the check cleared the bank. Splunk must provide OFCCP with copies of all canceled checks upon request;
 - 2) The total number of applicants and hires for all openings for job titles within Technical Professional, Senior Technical Professional and Administrative Professional groups during the reporting-period as set forth in Attachment 5¹¹;
 - 3) The breakdown by applicable race and ethnic group of applicants and hires in each such job title;
 - 4) The results of Splunk’s analysis as to whether its total selection process has adverse impact by race and ethnic group.
 - 5) For each such job title where the total selection process has an adverse impact by race and ethnic group, the qualification(s) Splunk used, and the stage at which Splunk used the qualification(s), as a screening device;
 - 6) For each job title where the total selection process has an adverse impact, the results of Splunk’s evaluation of the individual components of the selection process for adverse impact;
 - 7) The actions taken by Splunk after determining that any component of the selection process has an adverse impact on members of the jobs identified in section IV(A)(2);
 - 8) Documentation that all supervisory and management employees involved in Splunk’s selection process have received training on compliance with Executive Order 11246, as amended, and its implementing regulations. The documentation must include the dates of the training, the names and job titles of all attendees, an outline of the topics discussed in the training, and the name and job title of each person who conducted the training.
- B. Splunk will retain all records and data pertinent to the violation resolved by this Agreement and/or used to prepare required reports until this Agreement expires or as long as required by OFCCP’s regulations, whichever date occurs later.

PART V. SIGNATURES

This Conciliation Agreement is hereby executed by and between the OFCCP and Splunk.

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¹¹ Splunk’s job titles have changed since 2012 and Splunk has identified in Attachment 5 a listing of the current job titles that it reasonably believes correspond with the roles that fell into the Technical Professional, Senior Technical Professional and Administrative Professional job groups in 2012.

DATE: January 19, 2017

(b) (7)(C), (b) (6)

LEONARD STEIN
Senior Vice President,
General Counsel and Secretary
Splunk Inc.
250 Brannan Street
San Francisco, CA 94107

DATE: 1/19/2017

(b) (7)(C), (b) (6)

JANETTE WIPPER
Regional Director
Pacific Region
Office of Federal Contract
Compliance Programs

DATE: 1/19/2017

(b) (7)(C), (b) (6)

LUIS RODRIGUEZ
Director of Regional Operations
Office of Federal Contract Compliance
Compliance Programs

**Attachment 1
Technical Professionals Class Members**

No.	Job Group	Last	First	Race	Application Date
1	Technical Professionals	(b) (7)(C), (b) (6)			
2	Technical Professionals				
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No.	Job Group	Last	First	Race	Application Date
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No.	Job Group	Last	First	Race	Application Date
370	Technical Professionals	(b) (7)(C), (b) (6)			
371	Technical Professionals				
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387	Technical Professionals				

**Attachment 1
Sr. Tehnical Professionals Class Members**

No.	Job Group	Last	First	Race	Application Date
1	Sr. Technical Professionals	(b) (7)(C), (b) (6)			
2	Sr. Technical Professionals				
3	Sr. Technical Professionals				
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54	Sr. Technical Professionals				

No.	Job Group	Last	First	Race	Application Date
55	Sr. Technical Professionals	(b) (7)(C), (b) (6)			
56	Sr. Technical Professionals				
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No.	Job Group	Last	First	Race	Application Date
112	Sr. Technical Professionals	(b) (7)(C), (b) (6)			
113	Sr. Technical Professionals				
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135	Sr. Technical Professionals				
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138	Sr. Technical Professionals				
139	Sr. Technical Professionals				

**Attachment 1
Administrative Professionals Class Members**

No.	Job Group	Last	First	Race	Application Date
1	Administrative Professionals	(b) (7)(C), (b) (6)			
2	Administrative Professionals				
3	Administrative Professionals				
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No.	Job Group	Last	First	Race	Application Date
55	Administrative Professionals	(b) (7)(C), (b) (6)			
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No.	Job Group	Last	First	Race	Application Date
112	Administrative Professionals	(b) (7)(C), (b) (6)			
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169	Administrative Professionals	(b) (7)(C), (b) (6)			
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226	Administrative Professionals	(b) (7)(C), (b) (6)			
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No.	Job Group	Last	First	Race	Application Date
283	Administrative Professionals	(b) (7)(C), (b) (6)			
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No.	Job Group	Last	First	Race	Application Date
340	Administrative Professionals	(b) (7)(C), (b) (6)			
341	Administrative Professionals				
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345	Administrative Professionals				
346	Administrative Professionals				

Attachment 2 LS by Sr

AFFECTED APPLICANT NOTIFICATION LETTER

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Date: _____

[Name]
[Street]
[City, State, Zip Code]

Dear [Name]:

Re: You are eligible to receive money and to be considered for employment by Splunk, Inc.

Splunk Inc. ("Splunk") and the Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") have entered into a Conciliation Agreement (CA) to resolve alleged disparities in selecting applicants for certain positions during the period of August 1, 2010, to July 31, 2012. You have been identified as one of the individuals who applied for such a position during that time period and were not hired. To benefit under the Agreement, you must provide proof of identity.

OFCCP conducted an audit of Splunk's hiring practices. ^{alleged} OFCCP is the government agency responsible for enforcing the equal employment opportunity and affirmative action requirements that apply to federal contractors. OFCCP ~~found~~ ^{LS by Sr} that Splunk failed to hire Asians and African Americans for certain categories of jobs, and that decision was based on discrimination. Ultimately, OFCCP issued a Notice of Violation against Splunk, Inc. on these claims. Although the company disagreed with OFCCP's findings, both sides have agreed to resolve the issue through a Conciliation Agreement.

By entering into this CA, Splunk has not admitted nor has there been any adjudicated finding that Splunk violated any laws when it did not hire you for the position for which you applied. As part of this CA, you are eligible to receive a monetary distribution of at least \$_____, subject to lawful payroll deductions. In order to be eligible for this distribution, or to be considered for employment, you must execute and return the enclosed: (1) Information Verification & Employment Interest Form; (2) Release of Claims Form; and (3) W-4 Tax Form within thirty (30) days of the date of this letter by mail to:

[Insert Splunk POC]

In addition to the monetary distribution, Splunk will be making job offers for selected positions to a limited number of qualified individuals receiving this notification. It is not certain that you will receive a job offer. If you are still interested in employment with Splunk, please check the appropriate box on the enclosed Information Verification and Employment Interest Form.

If you have any questions you may call _____ at Splunk at _____ or Luis Rodriguez, Director of Regional Operations, OFCCP, at (415) 625-7800.

IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO SPLUNK WITHIN 30 DAYS OF THE DATE THE ENVELOPE CONTAINING THIS NOTICE WAS DELIVERED, YOU WILL NOT BE ELIGIBLE FOR MONETARY PAYMENT OR TO BE CONSIDERED FOR A JOB OFFER.

Sincerely,
[Splunk POC]

Attachment 3

(L.S. by S.M.)

INFORMATION VERIFICATION & EMPLOYMENT INTEREST FORM

You must complete this form in order to be eligible for the monetary payment and/or employment opportunities under the terms of the Conciliation Agreement ("Agreement") between Splunk Inc. ("Splunk") and the Department of Labor's Office of Federal Contract Compliance Programs. Please print legibly, except for the signature.

Name: _____

Address: _____

Telephone Nos.: Home _____ Cell _____ Work _____

Notify Splunk in writing at the address below if your address or phone number changes within the next twelve months.

Your Social Security Number (to be used for tax purposes only): _____ - _____ - _____

For purposes of this settlement, it is necessary to verify your race:

Caucasian [] African American [] Hispanic [] Asian [] Native American []

Please indicate below whether you are currently interested in employment with Splunk. If you indicate that you are interested, we will send you instructions and a code to be used when applying for positions posted on Splunk's career website. . If you complete, sign, and return this Information Verification and Employment Interest Form, you remain eligible for the monetary payment whether or not you are interested in employment at this time.

[] Yes, I am interested in employment with Splunk.

[] No, I am not currently interested in employment with Splunk.

IF YOU FAIL TO COMPLETE AND RETURN THE ENCLOSED DOCUMENTS TO THE ADDRESS BELOW WITHIN 30 DAYS OF THE DATE THE ENVELOPE CONTAINING THIS NOTICE WAS POSTMARKED, YOU WILL NOT BE ELIGIBLE TO RECEIVE A PAYMENT OR TO BE CONSIDERED FOR A JOB OFFER.

[SPLUNK DESIGNATED CONTACT NAME]:

[SPLUNK DESIGNATED RETURN ADDRESS]:

I, _____, certify the above is true and correct.
(print name)

Signature

Date

Attachment 4 LS by gm

RELEASE OF CLAIMS UNDER EXECUTIVE ORDER 11246

This Release of Claims under Executive Order 11246 ("Release") is a legal document. This document states that in return for Splunk, Inc. ("Splunk") paying you money, you agree that you will not file any lawsuit against Splunk for allegedly violating Executive Order 11246 in connection with its hiring practices for any period up to the date you sign this Release. This Release says you had sufficient time to look at the document, to talk with others about the document, including an attorney if you choose, and that no one pressured you into signing the document. Finally, it says that if you do not sign and return the document by a certain date, you will not receive any money.

In consideration of the payment of at least \$ _____ (less withholdings required by law) by Splunk to me, which I agree is acceptable, I _____ agree to the following:
(print name)

I.

I hereby waive, release and forever discharge Splunk, its predecessors, successors, related entities, parents, subsidiaries, affiliates and organizations, and its and their shareholders, directors, officers, employees, agents, successors, and assigns, of and from any and all actions, causes of action, damages, liabilities, and claims arising out of or actionable under Executive Order 11246, as amended, which I or my representatives (heirs, executors, administrators, or assigns) have or may have which relate in any way to my non-selection for employment by Splunk at any time through the effective date of this Release.

II.

I understand that Splunk denies that it treated me unlawfully or unfairly in any way and that Splunk entered into a Conciliation Agreement with the U.S. Department of Labor, Office of Federal Contract Compliance Programs ("OFCCP") and agreed to make the payment described above to resolve alleged disparities in hiring and to resolve the matter without further legal proceedings. I further agree that the payment of the aforesaid sum by Splunk to me is not to be construed as an admission of any liability by Splunk.

III.

I declare that I have read this Release and that I have had a full opportunity to consider and understand its terms and to consult with my advisors and seek legal advice. I further declare that I have decided of my own free will to sign this Release.

IV.

I understand that if I do not sign this Release and return it to Splunk within 30 days of the date the envelope containing this release was postmarked, I will not be entitled to receive any payment (less withholdings required by law) from Splunk.

IN WITNESS WHEREOF, I have signed this document on this _____ day of _____, 20__.

Conciliation Agreement,
Attachment # 4
Splunk, Inc.

Page 2 of *#2*

Signature

ATTACHMENT 5

Corresponding 2012 Job Group	Current Job Title
Administrative Professionals	(b) (6)

Corresponding 2012 Job Group	Current Job Title
Administrative Professionals	(b) (6)
Administrative Professionals	

Corresponding 2012 Job Group	Current Job Title
Administrative Professionals	(b) (6)
Administrative Professionals	
Senior Technical Professionals	
Senior Technical Professionals	
Senior Technical Professionals	
Senior Technical Professionals	
Senior Technical Professionals	

