



2023 Benefits Guide

Canada

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How Sprinklr Canada Benefits Work

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How Benefits Work

Here at Sprinklr, we understand that when our employees are happy, we thrive. Because we *passionately and genuinely care*, we give back to our employees through our company sponsored benefits, giving everyone an opportunity to harness their potential of being amazing.

Our employee extended health care, dental, vision, life, income protection plans, emergency travel assistance and extra perks are all **covered 100% by Sprinklr**. You can also enroll in optional benefits like supplemental life insurance coverage for yourself and your spouse. HUB Marketplace allows you to shop for additional insurances like Identity Protection, Pet Insurance, Home and Auto insurance, and more!

Eligibility

You are eligible for Sprinklr benefits effective your hire date and must submit either an enrollment or waiver form **within 31 days of hire**. You will receive information upon hire in [Workday](#) on how to complete your enrollment form and submit it to our team.

We are here for you

If you have any questions on the benefits available, how to enroll, or where to find information, please contact our team at benefits@sprinklr.com for further assistance.





Health, Dental, Vision and Extra Perks

Extended Health Care Plan Highlights

We know that being able to access medical help and care when needed is important to our employees.

Our Extended Health Care coverage provides you and your eligible dependents peace of mind and fast access to extended health cover when you need it most. The premium is **100% paid by Sprinklr.**

New hires will receive the enrollment form in the Workday onboarding tasks. Completed forms should be sent to benefits@sprinklr.com.

Your enrollment form must be submitted within 31 days of your hire date.

The full Victor benefit booklet and Schedule of Benefits are available in the [Canada Benefits Document Library](#).



Extended Health Care

Extended Health Care	
Benefit	Level of Coverage
Deductible: Individuals/ Family	100% Coverage
Pay Direct Drug Card	100% Coverage
Coinsurance: Drugs Others	100% Coverage after dispensing fee 100% Coverage
Co-Insurance—Hospital Semi-Private	100% Coverage
Private Duty Nursing	\$10,000 Calendar Year Maximum Benefit
Paramedical Services	\$750 Calendar Year Maximum Benefit per practitioner
Paramedical Services Included	Speech Therapist, Psychologist, Osteopath, Chiropractor, Physiotherapist, Naturopath, Acupuncture Chiropracist / Podiatrist, Massage Therapist



Extended Healthcare - Continued

Orthopedic Shoes/ Orthotics	\$200 Per Shoe / \$400 Per Calendar Year Maximum Benefit
Hearing Aids	\$500 Maximum Benefit Every 3 Calendar Years
Vision Care	100% - \$200 Maximum Benefit Every 24 Months
Eye Examination	Once Every 24 Months
Out of Country Coverage	100% - \$5,000,000 Maximum Benefit per calendar year, 60 days per trip duration
Employee Contribution per Pay Period	
Employee Only	None
Employee + Family	None



Dental Plan Highlights

Our Dental insurance gives you and your immediate family peace of mind and fast access to private dental care when you need it most.

Dental insurance is available to you and your eligible dependents. The premium is **100% paid by Sprinklr.**

New hires will receive the enrollment form in the Workday onboarding tasks. Completed forms should be sent to benefits@sprinklr.com.

Your enrollment form must be submitted within 31 days of your hire date.

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Dental Plan

Dental Plan	
Benefit	Level of Coverage
Annual Maximum Dental Benefit	\$1,500 separate for Basic and Major
Calendar Year Deductible	None
Charges Covered for You: Basic Care Major Care Orthodontic Care	Co-insurance 100% 50% 50% - \$2,000 lifetime for dependent children
Free Guide	Current
Recall	6 Months
Terminates	Age 70
Employee Contribution per Pay Period	
Employee Only	None
Employee + Family	None



Extra Perks

Perk	Details
Paid Time Off & Holidays	3 weeks of vacation per year 10 company paid holidays (for a full list please visit Workday and search <i>Holiday Calendar</i>)
Business Travel Insurance	Employees and accompanying dependents who suffer an accident, injury, and/or illness while on Sprinklr business trips outside the U.S. (up to 180 consecutive days) are automatically covered. Medical/Emergency assistance, as well as other services, including security assistance, concierge services, travel assistance, and identity theft assistance are available 24x7.
HUB Marketplace	The HUB Digital Marketplace is your exclusive portal to a world full of discounts, cash-back rewards, access to voluntary insurance, and free shipping on hundreds of items. Visit the Canada Benefits Document Library to learn more and get started.





Qualifying Life Events

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Qualifying Life Events

Here at Sprinklr, we understand that *life happens*.

If you experience a change in family status and need to make a change to your enrollments throughout the year – follow this process to make the necessary updates:

Notification

Notify the Benefits@sprinklr.com within 31 days if you experience a change in family status such as birth of a child, marriage, divorce, self or dependent loss of other coverage, and more.

Documentation

Submit completed change form and supporting documentation of your qualifying life event to Benefits@sprinklr.com.

Beneficiaries

Update your beneficiaries for your Sprinklr-provided Life and AD&D insurance on the enrollment form when making updates to your other benefits





Income Protection Plans

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Income Protection Plans

We know that it is important to protect the ones you love in the event that something happens to you. Our income protection and disability benefits are there to give you peace of mind in the event of the unthinkable.

Income Protection Plans

Features	Life & AD&D	Short Term Disability	Long-Term Disability
Benefit	2x Annual income up to \$500,000 maximum benefit	100% of your base salary (Top up to EI benefits)	66.67% of monthly earnings to maximum of \$10,000 per month
Elimination Period	N/A	7 days	16 Weeks
Duration	Age 70	16 weeks	Age 65
Non-Evidence Maximum	\$200,000	\$0	\$3,500
Spouse Benefit	\$10,000	N/A	N/A
Child Benefit	\$5,000	N/A	N/A

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Group Registered Retirement Savings Plan (GRRSP)

Sprinklr offers a tax deferred retirement savings vehicle to Canadian Sprinklrites.

The Group RRSP, offered through Manulife, is available to all full-time Canadian employees with a **matching contribution of 30% up to the first 4%** of eligible deferred compensation.

Please refer to the plan documents included in the [Canada Benefits Document Library](#) for more information about the Sprinklr RRSP.





Holidays and Paid Time Off

Paid Time Off

At Sprinklr, we believe it is important to take time off to recharge and spend time with loved ones - it is essential for your mental and physical wellbeing as well as your personal and professional growth.

Our time off and leave programs are designed to give you the time you need to relax and recharge, heal and recover, bond with your loved ones and prioritise your development.

We want to truly deliver on The Sprinkly Way by incorporating our core beliefs and values into everything we do for you; because we passionately and genuinely care and our employees are our family.



Paid Time Off

Company Paid Holidays

Sprinklr observes 10 company wide holidays, in addition to any provincial requirements.

For a full list please visit [Workday](#) and search *Holiday Calendar*.

Vacation

Sprinklr provides **3 weeks** of vacation time per year. This time is available upon hire.

Sick Leave & Disability

In the event that you are unwell, we understand that sometimes you need to take some time away to recuperate and recover.

Sprinklr provides Sick Leave to work in conjunction with Statutory requirements.

In the event that the short term sickness continues, you will be transferred to our income protection disability plans.

Parental Leave

Spending time at home when you welcome a new addition to your family is incredibly important.

Our leave program is designed to provide enhancements to the statutory parental leave program.

Caregiver Leave

Sprinklr recognizes that it is important to balance work obligations with providing care for your family.

Our Caregiver Leave policy is designed to be there for you to have income protection while taking care of your eligible dependents should the situation arise.

Bereavement Leave

Losing a loved one can be devastating. Sprinklr understand that it is important you use this time to grieve, heal and spend time with those who mean the most to you.

24-4-U and 24-4-Others

Every Sprinklr has the opportunity to take one full day (every year) away from the office to dedicate to yourself (24-4-U) and one day to dedicate to your giveback activities (24-4-Others).

The 24-4-U program is based on one of our core beliefs: "Every human has the potential to be amazing. Keep learning."

The initiative gives every Sprinklr an opportunity to focus on a learning and development activity of your choice.

24-4-Others is a companion program to 24-4-U that takes the spirit of investing in yourself and applies it to investing in others through community volunteering and giving. Here at Sprinklr, we believe: "Helping others succeed makes us happy. Give back."





Equity

Equity

Equity is a way to reward every member of our Sprinklr community for creating value so that we all share in the success of the company.

Your awards are located on a software platform called Shareworks.

Please email shares@sprinklr.com on how to register and open your account.



Equity FAQs

What is an Employee Stock Purchase Plan (ESPP)?

An ESPP is a broad-based stock plan that allows employees to use after-tax payroll deductions to acquire company stock at a discount.

Who is eligible to participate in the plan?

All regular full-time or part-time Sprinklr employees can participate (excluding contractors, interns etc). Those working in non-Sprinklr entities cannot participate. For enrollment cycles, hiring eligibility dates occur twice a year, once in June and once in December.

How do I participate?

Employees can elect to contribute a percentage of after-tax pay through payroll deductions through their Shareworks account. If you do not receive your login details after 30 days following your hire, please contact shares@sprinklr.com

Please refer to the [ESPP FAQ document](#) for further information.





Global Benefits

Global Benefits

Because we passionately and genuinely care, the following benefits are provided Sprinklrites across the globe:

Headspace	Virgin Pulse	LinkedIn Learning	Perks at Work
<p>Headspace is your guide to everyday mindfulness in just a few minutes each day!</p> <p>Choose from hundreds of guided meditations on everything from managing stress and anxiety, to sleep, productivity and physical health.</p> <p>You will get access to Headspace on the first month following your hire date. The Registration link is located in the Canada Document Library.</p>	<p>Virgin Pulse is Sprinklr's comprehensive digital wellbeing platform that drives sustainable behaviour changes and delivers measurable outcomes in one simple-to-use and intelligent platform.</p> <p>Virgin Pulse is about physical, mental and financial wellbeing as much as it is team building and connection. You can access wellbeing initiatives and engage with Sprinklrites all around the globe, while also having a customised view of wellbeing and benefit programs in your region.</p>	<p>LinkedIn Learning is an on-demand learning solution designed to help you gain new skills and invest in your own development.</p> <p>You'll get personalised recommendations based on your job title, skills, experience and goals</p>	<p>The Sprinklr Perks and Savings Program through Perks at Work is the place to go for a range of offers and discounts from many of the biggest names in retail and entertainment!</p> <p>You also gain access to the Community Online Academy (COA) which provides free interactive classes with world class instructors for kids and adults.</p> <p>Register here to get started!</p>

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Global Benefits

Because we passionately and genuinely care, the following benefits are provided Sprinklrites across the globe:

Fertility and Family Planning Services

Treating each other like family is core to the Sprinklr Way, that's why having programs in place that help you build yours - however that may look for you - is a reflection of our company values in action.

Kindbody is a global family planning and fertility benefit available to all Sprinklr full-time, benefit eligible employees and their spouses/domestic partners.

Sprinklrites will receive a **\$5,000 lifetime maximum** benefit to be used towards services such as egg and embryo freezing, fertility testing, donor/surrogacy, adoption services, mental health counselling, and much more!

Mental Health Provider

Sprinklr wants you to get the type of care you need for your personal well-being when you need it.

Modern Health makes this easy by helping you proactively build mindfulness habits into your life through evidence-based cognitive behavioural treatments.

Through the app, you will gain access to personalised well-being resources, giving you the tools you need to be the best version of yourself - at home, at work and in your relationships.

This benefit is available to you and your families at no cost.

For more information on these programs, visit the [Canada Benefits Document Library](#).



Global Benefits

Employee Assistance Program (EAP)

What is an EAP?	Who is Eligible?	Why an EAP?	Who administers the EAP?
<p>An EAP is designed to help you lead a happier and more productive life at home and at work.</p> <p>You have free, confidential access to licensed professional counsellors and specialists who can answer your questions in real time and help you find resources locally.</p>	<p>All full-time and part-time, regular employees and their immediate family are eligible.</p> <p>Qualifying dependents are:</p> <ul style="list-style-type: none">- Spouses- Domestic Partners- Dependent Children- Parents- Parents-in-Law	<p>A licensed professional counsellor can help you with a wide range of topics, including:</p> <ul style="list-style-type: none">- Stress, depression and anxiety- Relationship issues- Job stress, work conflicts- Family and parenting problems <p>An EAP Specialist can help you with:</p> <ul style="list-style-type: none">- Legal resources- Caring for a child/elder- Navigate a move- And much more!	<p>Optum is Sprinklr's Global EAP vendor.</p> <p>Get Started with Optum EAP Access Code: Sprinklr</p> <p>More details can be found in the Canada Benefits Document Library.</p>



Thank you

Questions?

Contact: benefits@sprinklr.com

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