



# India Benefits Guide

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*\*In the event that the content of this document or any oral representations made by any person regarding the plan conflict with or are inconsistent with the provisions of the plan document, the provisions of the plan document will control.*



SPRINKLR INDIA

# Welcome – Getting Started

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# Welcome to Sprinklr India!

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

Our employee medical, life, and accident plans are all **covered 100%** by Sprinklr. You are automatically enrolled into the company life and accident plans from your first day of employment. You can choose to extend medical coverage to a spouse/partner, parents/parents-in-law and/or dependent children, and opt for additional sum insured, should you wish.

## Eligibility

You become eligible for Sprinklr benefits on your first day. You will receive enrollment information from our Third Party Administrator, Volo Health TPA, within 15 days of your hire date. You will have **15 days** to enroll dependents and select additional sum insured through the portal.

## We are here for you.

If you have any questions on how to enroll and much more, you can reach the Benefits Team at [Benefits@sprinklr.com](mailto:Benefits@sprinklr.com).

Head to the next page to see our handy suite of Sprinklr benefits resources!



# Sprinklr Quick Links



[Sprinklr Benefits  
Microsite](#)



[India Benefits Intranet\\*](#)



[Sprinklr Intranet\\*](#)



[Directory\\*](#)

\*These are internal Sprinklr resources. Access is limited to Sprinklr employees only.



SPRINKLR INDIA

# Medical Insurance & OPD

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# Medical Plan Highlights

We know that being able to access medical help and care when needed is important to our employees. Our medical insurance gives you and your immediate family peace of mind and fast access to medical care when you need it most.

You will receive an email from our Third-Party Administrator, Volo Health TPA, within 15 days of your hire date to complete your benefits onboarding. You must action this within 15 days of receipt. If you do not complete enrollment timely, you will not be able to enroll dependents, or select additional sum insured until the next renewal cycle of the policy.

Base cover is fully paid by Sprinklr, and you can choose to cover your partner/spouse, up to two children, and either parents or parents-in-law.

There are top up options available on the medical plan. Please refer to the Medical Plan FAQs on the India Benefits Intranet for more information.

<b>BENEFIT</b>	<b>COVERAGE *</b>
<b>Inpatient room and board</b>	Covered
<b>Pre-existing conditions</b>	Covered from Day 1
<b>Newborn Baby</b>	Covered from Day 1
<b>Inpatient prescription medication</b>	Covered
<b>Hospital Diagnostics</b>	Covered
<b>Dialysis, Chemotherapy</b>	Covered
<b>Menopause</b>	Covered
<b>Cancer Care</b>	Covered
<b>Vision (Employee Only)</b>	Covered up to INR 15,000 per year



# OPD Benefits

Sprinklr have partnered with Aditya Birla and Visit Health for OPD benefits in India. Our OPD plan provides you with access to online doctor consultations, dental care, pharmacy, labs & physical consultations. As an employee, you also have access to an annual health check up.

You and your family will have access to a wallet within the Visit Health app, with predefined limits by OPD service. More information on how limits are applied can be found on the Benefits Document Library.

Once you have completed enrolment on the GMC plan, enrolment for OPD services will take approximately two weeks.





SPRINKLR INDIA

# Life & Accident Insurance

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# Life & Personal Accident Insurance Highlights

We know that it is important to protect the ones you love in the event something happens to you.

Our life and personal accident benefits are there to give you peace of mind in the event of the unthinkable.

	LIFE INSURANCE	PERSONAL ACCIDENT
<b>Benefit Basis</b>	4x CTC Maximum of 10 Cr	3x CTC Maximum of 25 lakhs
<b>Additional Benefits</b>	Critical Illness cover up to INR 10 lakhs, and terminal illness cover	Permanent partial and permanent total disability covered
<b>Medical Underwriting</b>	Employees will be required to complete medical underwriting if their sum insured is above INR 30,000,000	None



SPRINKLR INDIA

# Statutory Benefits & Pension

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# Statutory Benefits



Sprinklr contributes to the Provident Fund each month (INR 1,800 or 12% of basic salary, whichever is less).

You can choose to contribute more to the Provident Fund should you wish. Details of how to opt in can be found on the India Benefits Intranet.



Gratuity is available to employees who have completed five or more years of continuous service at Sprinklr.

Gratuity is payable upon separation from the Company and is equal to 15 days' salary for every completed year of service.

*\*For the purposes of gratuity calculation, a month is considered as 26 days*



SPRINKLR INDIA

# Holidays and Paid Time Off

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## Paid Time Off

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

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

We deliver on The Sprinklr Way by incorporating our core beliefs and values into everything we do for you; because we passionately and genuinely care, and we learn to grow.



# Paid Time Off – Leave & Absence

## Family Leave

Sprinklr's Wage Replacement Benefit has been designed to support all families, however you build yours.

We provide paid time off that supports both the physical recovery associated with childbirth, as well as time to bond with your new child.



## Sickness Leave

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

Sprinklr employees are eligible for 12 sick days per calendar year.

## Casual & Bereavement Leave

Where you cannot report to work due to unforeseen circumstances, your Casual Leave is there to allow you to take time away from work for personal reasons.

Sprinklr India employees are also eligible for up to 5 days of paid leave when a loved one passes away.



## Caregiver Leave

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

Our Caregiver Leave policy is designed to be there for you to take care of your eligible dependents should the situation arise.



# Paid Time Off - Continued

## Annual Leave

Sprinklrites can take up to 18 days of annual leave each calendar year.

Any unused annual leave can be carried over into the following calendar year.



## 24-4-U & 24-4-Others

Two days of paid time off are available to every Sprinklrite, every calendar year to invest in their own development – personal or professional – and to give back to the local community. #SprinklrCares

## Public Holidays

Public Holidays can be found on the Intranet, or by searching for “Holiday Calendar” in Workday.

Sprinklr India employees also have the ability to choose 2 additional days from a pre-approved list.



## Marriage Leave

Sprinklr India employees are eligible for up to 5 days of paid leave when getting married.





SPRINKLR INDIA

# Mentoring

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## Mentoring at Sprinklr

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Our program is designed to help Sprinklrites mutually invest in their personal and professional development; because we believe that everyone can be more amazing.

**Why?** Make a new friend and help grow your skills while investing in someone else!

**Who?** Any full-time Sprinklrite can take part. Become a mentor, mentee, or both!

More information can be found on the Intranet.



SPRINKLR INDIA

# Global Benefits

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# Global Benefits

MENTAL HEALTH MODERN HEALTH	FERTILITY & FAMILY PLANNING KINDBODY
<p>Sprinklr wants you to get the type of care you need for your personal well-being when you need it.</p> <p><b>Modern Health</b> makes this easy by helping you proactively build mindfulness habits into your life through evidence-based cognitive behavioral treatments.</p> <p>Through the app, you will gain access to personalized well-being resources, giving you the tools you need to be the best version of yourself – at home, at work, and in your relationships.</p> <p>This benefit is available to you and eligible dependents at no cost.</p>	<p>Embracing others for who they are is core to The Sprinklr Way, that's why having programs in place that help you build your family – however that may look for you – is a reflection of our company values in action.</p> <p>Sprinklr partners with <b>Kindbody</b>, a global family planning and fertility benefit available to all Sprinklr full-time, benefit-eligible employees and their spouses/domestic partners.</p> <p>Sprinklrites will receive a <b>\$5,000 lifetime maximum</b> benefit to be used towards services such as egg and embryo freezing, fertility testing, donor/surrogacy, adoption services, mental health counseling, and much more!</p>



# Global Benefits

MEDITATION HEADSPACE	PHYSICAL WELLBEING VIRGIN PULSE	PROFESSIONAL LINKEDIN LEARNING	DISCOUNTS 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 from your first day of employment.</p> <p><a href="#">Head here</a> to register. <i>(register with your personal email and verify with your Sprinklr email address)</i></p>	<p>Virgin Pulse is Sprinklr’s comprehensive digital well-being platform that drives sustainable behavior changes and delivers measurable outcomes in one simple-to-use and intelligent platform.</p> <p>Virgin Pulse is about physical, mental and financial well-being as much as it is team-building and connection. You can access well-being initiatives and engage with other Sprinklrites all around the globe, while also having a customized view of well-being and benefit programs in your region.</p> <p><a href="#">Click here</a> to register.</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 personalized recommendations based on your job title, skills, experience and goals.</p> <p>Email <a href="mailto:talent.development@sprinklr.com">talent.development@sprinklr.com</a> for more information!</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 alike.</p> <p>Visit <a href="https://perksatwork.com">perksatwork.com</a> to get started.</p>

Trouble finding information on your Global Benefits?  
Head to the [Intranet](#) > Hover over "Departments" > Select "Benefits"



# Global Benefits

## Optum – Emotional Wellbeing Solutions (EWS)

WHAT IS OPTUM EWS?	WHO IS ELIGIBLE?	WHY EWS?	PERKS AT WORK
<p>Optum Emotional Well-being Solutions (EWS) 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 counselors 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 for up to 6 sessions per issue, per year.</p> <p>Qualifying dependents are:</p> <ul style="list-style-type: none"><li>- Spouses</li><li>- Domestic Partners</li><li>- Dependent Children</li><li>- Parents</li><li>- Parents-in-Law</li></ul>	<p>A licensed professional counsellor can help you with a wide range of topics, including:</p> <ul style="list-style-type: none"><li>- Stress, depression and anxiety</li><li>- Relationship issues</li><li>- Job stress, work conflicts</li><li>- Family and parenting problems</li></ul> <p>An EWS Specialist can help you with:</p> <ul style="list-style-type: none"><li>- Legal resources</li><li>- Caring for a child/elder</li><li>- Navigate a move</li><li>- And much more!</li></ul>	<p>Optum is Sprinklr's Global Emotional Well-being Solutions vendor.</p> <p><a href="https://livewell.optum.com">Get started with Optum today! livewell.optum.com</a></p> <p>Access code: <b>Sprinklr</b></p>



SPRINKLR INDIA

# Equity

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# Equity



An Employee Shares Purchase Program (ESPP) is a company run program in which eligible employees can purchase Sprinklr stock at a discounted price. You must be a full- or part-time employee in an eligible country to participate.

You can choose to take part by contributing a percentage of your pay through monthly payroll deduction.

Please contact [compensation@sprinklr.com](mailto:compensation@sprinklr.com) and [shares@sprinklr.com](mailto:shares@sprinklr.com) with any questions.



Restricted Stock Units (RSUs) are sometimes awarded to Sprinklrites for their significant and unique contributions, performance and potential.

Granted awards are located on [Shareworks](#). You will receive log in information shortly after joining.

Please contact [shares@sprinklr.com](mailto:shares@sprinklr.com) for questions about RSUs or Shareworks.





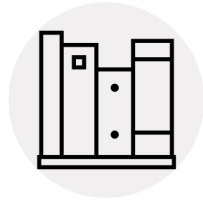
# We're Here for You

We Build Trust & Teamwork



## Have Questions?

Benefits@sprinklr.com



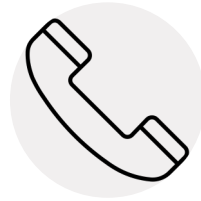
## [Document Library](#)

All the information you need, in one convenient place!



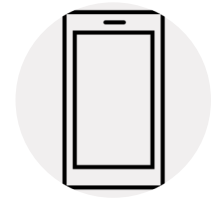
## [Sprinklr Intranet](#)

Overview of our Global Benefits, and much more



## [Directory](#)

Don't know who to contact? Here's the who's who for Sprinklr Australia



## [Microsite](#)

Access this benefits guide wherever you are, at work or on the go

