

SALARY PAY SCHEDULE 2025

| PP | <i>Pay Period</i> START | <i>Pay Period</i> END | CHECK DATE | <i>INCENTIVE</i> <i>PERIOD</i> |
|----|----------------------------|--------------------------|---------------|-----------------------------------|
| 1 | 1/1/2025 | 1/11/2025 | 1/17/2025 | 4th Quarter STIP |
| 2 | 1/12/2025 | 1/25/2025 | 1/31/2025 | |
| 3 | 1/26/2025 | 2/8/2025 | 2/14/2025 | |
| 4 | 2/9/2025 | 2/22/2025 | 2/28/2025 | 2024 Payouts |
| 5 | 2/23/2025 | 3/8/2025 | 3/14/2025 | |
| 6 | 3/9/2025 | 3/22/2025 | 3/28/2025 | |
| 7 | 3/23/2025 | 4/5/2025 | 4/11/2025 | |
| 8 | 4/6/2025 | 4/19/2025 | 4/25/2025 | |
| 9 | 4/20/2025 | 5/3/2025 | 5/9/2025 | 1st Quarter STIP |
| 10 | 5/4/2025 | 5/17/2025 | 5/23/2025 | |
| 11 | 5/18/2025 | 5/31/2025 | 6/6/2025 | |
| 12 | 6/1/2025 | 6/14/2025 | 6/20/2025 | |
| 13 | 6/15/2025 | 6/28/2025 | 7/3/2025 | |
| 14 | 6/29/2025 | 7/12/2025 | 7/18/2025 | |
| 15 | 7/13/2025 | 7/26/2025 | 8/1/2025 | 2nd Quarter STIP |
| 16 | 7/27/2025 | 8/9/2025 | 8/15/2025 | |
| 17 | 8/10/2025 | 8/23/2025 | 8/29/2025 | |
| 18 | 8/24/2025 | 9/6/2025 | 9/12/2025 | |
| 19 | 9/7/2025 | 9/20/2025 | 9/26/2025 | |
| 20 | 9/21/2025 | 10/4/2025 | 10/10/2025 | |
| 21 | 10/5/2025 | 10/18/2025 | 10/24/2025 | |
| 22 | 10/19/2025 | 11/1/2025 | 11/7/2025 | 3rd Quarter STIP |
| 23 | 11/2/2025 | 11/15/2025 | 11/21/2025 | |
| 24 | 11/16/2025 | 11/29/2025 | 12/5/2025 | |
| 25 | 11/30/2025 | 12/13/2025 | 12/19/2025 | |
| 26 | 12/14/2025 | 12/27/2025 | 1/2/2026 | |