

# SMELTER MAINTENANCE/RECYCLING PAY SCHEDULE 2025

| PP | <i>Pay Period</i><br><b>START</b> | <i>Pay Period</i><br><b>END</b> | <b>CHECK<br/>DATE</b> | <i>INCENTIVE PERIOD</i> |
|----|-----------------------------------|---------------------------------|-----------------------|-------------------------|
| 1  | 12/22/2024                        | 1/4/2025                        | 1/10/2025             | November                |
| 2  | 1/5/2025                          | 1/18/2025                       | 1/24/2025             |                         |
| 3  | 1/19/2025                         | 2/1/2025                        | 2/7/2025              | December                |
| 4  | 2/2/2025                          | 2/15/2025                       | 2/21/2025             |                         |
| 5  | 2/16/2025                         | 3/1/2025                        | 3/7/2025              | January                 |
| 6  | 3/2/2025                          | 3/15/2025                       | 3/21/2025             |                         |
| 7  | 3/16/2025                         | 3/29/2025                       | 4/4/2025              | February                |
| 8  | 3/30/2025                         | 4/12/2025                       | 4/18/2025             |                         |
| 9  | 4/13/2025                         | 4/26/2025                       | 5/2/2025              | March                   |
| 10 | 4/27/2025                         | 5/10/2025                       | 5/16/2025             |                         |
| 11 | 5/11/2025                         | 5/24/2025                       | 5/30/2025             | April                   |
| 12 | 5/25/2025                         | 6/7/2025                        | 6/13/2025             |                         |
| 13 | 6/8/2025                          | 6/21/2025                       | 6/27/2025             |                         |
| 14 | 6/22/2025                         | 7/5/2025                        | 7/11/2025             | May                     |
| 15 | 7/6/2025                          | 7/19/2025                       | 7/25/2025             |                         |
| 16 | 7/20/2025                         | 8/2/2025                        | 8/8/2025              | June                    |
| 17 | 8/3/2025                          | 8/16/2025                       | 8/22/2025             |                         |
| 18 | 8/17/2025                         | 8/30/2025                       | 9/5/2025              | July                    |
| 19 | 8/31/2025                         | 9/13/2025                       | 9/19/2025             |                         |
| 20 | 9/14/2025                         | 9/27/2025                       | 10/3/2025             | August                  |
| 21 | 9/28/2025                         | 10/11/2025                      | 10/17/2025            |                         |
| 22 | 10/12/2025                        | 10/25/2025                      | 10/31/2025            | September               |
| 23 | 10/26/2025                        | 11/8/2025                       | 11/14/2025            |                         |
| 24 | 11/9/2025                         | 11/22/2025                      | 11/28/2025            | October                 |
| 25 | 11/23/2025                        | 12/6/2025                       | 12/12/2025            |                         |
| 26 | 12/7/2025                         | 12/20/2025                      | 12/26/2025            |                         |
| 1  | 12/21/2025                        | 1/3/2026                        | 1/9/2026              | November                |
| 2  | 1/4/2026                          | 1/17/2026                       | 1/23/2026             |                         |