

STILLWATER PAY SCHEDULE 2025

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