

SMELTER MAINTENANCE/RECYCLING

PAY SCHEDULE 2025

PP	<i>Pay Period</i> START	<i>Pay Period</i> END	CHECK DATE	<i>INCENTIVE PERIOD</i>	<i>INCENTIVE/EIP 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		
12	5/25/2025	6/7/2025	6/13/2025	April	5/22/2025
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		
23	10/26/2025	11/8/2025	11/14/2025	September	10/23/2025
24	11/9/2025	11/22/2025	11/28/2025		
25	11/23/2025	12/6/2025	12/12/2025	October	11/20/2025
26	12/7/2025	12/20/2025	12/26/2025		
1	12/21/2025	1/3/2026	1/9/2026	November	12/19/2025

2	1/4/2026	1/17/2026	1/23/2026		
---	----------	-----------	-----------	--	--