



|    | Start Date | End Date   | 1st Benefit Payment for Month | 2nd Benefit Payment for Month | Last Day to Make Changes Before Payday | Payday      |
|----|------------|------------|-------------------------------|-------------------------------|----------------------------------------|-------------|
| 1  | 12/15/2025 | 12/28/2025 | 01/02/2026                    |                               | 12/26/2025                             | 01/02/2026  |
| 2  | 12/29/2025 | 01/11/2026 |                               | 01/16/2026                    | 01/09/2026                             | 01/16/2026  |
| 3  | 01/12/2026 | 01/25/2026 |                               |                               | 01/23/2026                             | 01/30/2026* |
| 4  | 01/26/2026 | 02/08/2026 | 02/13/2026                    |                               | 02/06/2026                             | 02/13/2026  |
| 5  | 02/09/2026 | 02/22/2026 |                               | 02/27/2026                    | 02/20/2026                             | 02/27/2026  |
| 6  | 02/23/2026 | 03/08/2026 | 03/13/2026                    |                               | 03/06/2026                             | 03/13/2026  |
| 7  | 03/09/2026 | 03/22/2026 |                               | 03/27/2026                    | 03/20/2026                             | 03/27/2026  |
| 8  | 03/23/2026 | 04/05/2026 | 04/10/2026                    |                               | 04/03/2026                             | 04/10/2026  |
| 9  | 04/06/2026 | 04/19/2026 |                               | 04/24/2026                    | 04/17/2026                             | 04/24/2026  |
| 10 | 04/20/2026 | 05/03/2026 | 05/08/2026                    |                               | 05/01/2026                             | 05/08/2026  |
| 11 | 05/04/2026 | 05/17/2026 |                               | 05/22/2026                    | 05/15/2026                             | 05/22/2026  |
| 12 | 05/18/2026 | 05/31/2026 | 06/05/2026                    |                               | 05/29/2026                             | 06/05/2026  |
| 13 | 06/01/2026 | 06/14/2026 |                               | 06/19/2026                    | 06/12/2026                             | 06/19/2026  |
| 14 | 06/15/2026 | 06/28/2026 | 07/02/2026                    |                               | 06/26/2026                             | 07/02/2026  |
| 15 | 06/29/2026 | 07/12/2026 |                               | 07/17/2026                    | 07/10/2026                             | 07/17/2026  |
| 16 | 07/13/2026 | 07/26/2026 |                               |                               | 07/24/2026                             | 07/31/2026* |
| 17 | 07/27/2026 | 08/09/2026 | 08/14/2026                    |                               | 08/07/2026                             | 08/14/2026  |
| 18 | 08/10/2026 | 08/23/2026 |                               | 08/28/2026                    | 08/21/2026                             | 08/28/2026  |
| 19 | 08/24/2026 | 09/06/2026 | 09/11/2026                    |                               | 09/04/2026                             | 09/11/2026  |
| 20 | 09/07/2026 | 09/20/2026 |                               | 09/25/2026                    | 09/18/2026                             | 09/25/2026  |
| 21 | 09/21/2026 | 10/04/2026 | 10/09/2026                    |                               | 10/02/2026                             | 10/09/2026  |
| 22 | 10/05/2026 | 10/18/2026 |                               | 10/23/2026                    | 10/16/2026                             | 10/23/2026  |
| 23 | 10/19/2026 | 11/01/2026 | 11/06/2026                    |                               | 10/30/2026                             | 11/06/2026  |
| 24 | 11/02/2026 | 11/15/2026 |                               | 11/20/2026                    | 11/13/2026                             | 11/20/2026  |
| 25 | 11/16/2026 | 11/29/2026 | 12/04/2026                    |                               | 11/27/2026                             | 12/04/2026  |
| 26 | 11/30/2026 | 12/13/2026 |                               | 12/18/2026                    | 12/11/2026                             | 12/18/2026  |
| 27 | 12/14/2026 | 12/27/2026 |                               |                               | 12/24/2026                             | 12/31/2026* |

\*No benefit deduction except for 403(b), Roth CCUP, MFSA and DCFSA

**Observed Holidays:** 01/01/2026, 5/25/2026, 7/3/2026, 9/7/2026, 11/26/2026, 12/25/2026

Benefit Plan Year: 01/01/2026-  
12/31/2026

