

| ETF Due to HR for Processing | 2026 PAYROLL CALENDAR | | | | |
|------------------------------|-----------------------|-----------------|---------------|----------|----|
| | Pay Period Starts | Pay Period Ends | Approvals Due | Payday | |
| 12/10/25 | 12/21/25 | 01/03/26 | 01/05/26 | 01/09/26 | 1 |
| 12/24/25 | 01/04/26 | 01/17/26 | 01/19/26 | 01/23/26 | 2 |
| 01/07/26 | 01/18/26 | 01/31/26 | 02/02/26 | 02/06/26 | 3 |
| 01/21/26 | 02/01/26 | 02/14/26 | 02/16/26 | 02/20/26 | 4 |
| 02/04/26 | 02/15/26 | 02/28/26 | 03/02/26 | 03/06/26 | 5 |
| 02/18/26 | 03/01/26 | 03/14/26 | 03/16/26 | 03/20/26 | 6 |
| 03/04/26 | 03/15/26 | 03/28/26 | 03/30/26 | 04/03/26 | 7 |
| 03/18/26 | 03/29/26 | 04/11/26 | 04/13/26 | 04/17/26 | 8 |
| 04/01/26 | 04/12/26 | 04/25/26 | 04/27/26 | 05/01/26 | 9 |
| 04/15/26 | 04/26/26 | 05/09/26 | 05/11/26 | 05/15/26 | 10 |
| 04/29/26 | 05/10/26 | 05/23/26 | 05/25/26 | 05/29/26 | 11 |
| 05/13/26 | 05/24/26 | 06/06/26 | 06/08/26 | 06/12/26 | 12 |
| 05/27/26 | 06/07/26 | 06/20/26 | 06/22/26 | 06/26/26 | 13 |
| 06/10/26 | 06/21/26 | 07/04/26 | 07/06/26 | 07/10/26 | 14 |
| 06/24/26 | 07/05/26 | 07/18/26 | 07/20/26 | 07/24/26 | 15 |
| 07/08/26 | 07/19/26 | 08/01/26 | 08/03/26 | 08/07/26 | 16 |
| 07/22/26 | 08/02/26 | 08/15/26 | 08/17/26 | 08/21/26 | 17 |
| 08/05/26 | 08/16/26 | 08/29/26 | 08/31/26 | 09/04/26 | 18 |
| 08/19/26 | 08/30/26 | 09/12/26 | 09/14/26 | 09/18/26 | 19 |
| 09/02/26 | 09/13/26 | 09/26/26 | 09/28/26 | 10/02/26 | 20 |
| 09/16/26 | 09/27/26 | 10/10/26 | 10/12/26 | 10/16/26 | 21 |
| 09/30/26 | 10/11/26 | 10/24/26 | 10/26/26 | 10/30/26 | 22 |
| 10/14/26 | 10/25/26 | 11/07/26 | 11/09/26 | 11/13/26 | 23 |
| 10/28/26 | 11/08/26 | 11/21/26 | 11/23/26 | 11/27/26 | 24 |
| 11/11/26 | 11/22/26 | 12/05/26 | 12/07/26 | 12/11/26 | 25 |
| 11/25/2026 | 12/6/2026 | 12/19/2026 | 12/22/2025 | 12/25/26 | 26 |

| Orientation Dates |
|-------------------|
| 01/09/26 |
| 01/23/26 |
| 02/06/26 |
| 02/20/26 |
| 03/06/26 |
| 03/20/26 |
| 04/03/26 |
| 04/17/26 |
| 05/01/26 |
| 05/15/26 |
| 05/29/26 |
| 06/12/26 |
| 06/26/26 |
| 07/10/26 |
| 07/24/26 |
| 08/07/26 |
| 08/21/26 |
| 09/04/26 |
| 09/18/26 |
| 10/02/26 |
| 10/16/26 |
| 10/30/26 |
| 11/13/26 |

**Employees must submit timecards to managers by 10am
Managers must approve timecards no later than 3pm**

| 2026 Holidays | |
|---------------|-------------------------|
| 1/1/2026 | New Year's Day |
| 1/19/2026 | Martin's Luther King |
| 3/31/2026 | Cesar Chavez Day |
| 5/25/2026 | Memorial Day |
| 6/19/2026 | Juneteeth |
| 7/3/2026 | Independence day* |
| 9/7/2026 | Labor Day |
| 11/11/2026 | Veterans Day |
| 11/26/2026 | Thanksgiving Day |
| 11/27/2026 | Foundation Paid Holiday |
| 12/24/2025 | Foundation Paid Holiday |
| 12/25/2026 | Christmas Day |
| 12/28/2026 | Foundation Paid Holiday |
| 12/29/2026 | Foundation Paid Holiday |
| 12/30/2026 | Foundation Paid Holiday |
| 12/31/2026 | Personal/Vacation Day |
| 1/1/2027 | New Year's Day |

Note: Must work the scheduled shift before and after holiday for holiday pay eligibility.