When Salary Deferral Changes Take Effect (Monthly-Paid)		
Pay Period	**If you want your salary deferral change to take effect on the pay date listed below:**	**Submit the change online by 11:59 p.m. on or before the effective date listed below:**
1	Friday, 01/30/2026	Monday, 01/19/2026
2	Friday, 02/27/2026	Monday, 02/16/2026
3	Thursday, 3/26/2026	Wednesday, 3/18/2026
4	Thursday, 04/30/2026	Sunday, 04/19/2026
5	Friday, 05/29/2026	Monday, 05/18/2026
6	Thursday, 6/25/2026	Wednesday, 06/17/2026
7	Friday, 07/31/2026	Monday, 07/20/2026
8	Monday, 08/31/2026	Wednesday, 8/19/2026
9	Friday, 9/25/2026	Sunday, 09/20/2026
10	Friday, 10/30/2026	Monday, 10/19/2026
11	Monday, 11/30/2026	Wednesday, 11/18/2026
12	Thursday, 12/31/2026	Sunday, 12/20/2026

For 457(b) Plan only, please note:

- Most Salary Deferral Agreement (SDA) elections will take effect on the first pay period of the next month or as soon as administratively feasible in accordance with plan rules.
- SDA effective date will be available on the confirmation page.

When Salary Deferral Changes Take Effect (Weekly-Paid)		
Pay Period	**If you want your salary deferral change to take effect on the pay date listed below:**	**Submit the change online by 11:59 p.m. on or before the effective date listed below:**
1	Friday, 01/02/2026	Thursday, 12/25/2025
2	Friday, 01/09/2026	Thursday, 01/01/2026
3	Friday, 01/16/2026	Thursday, 01/08/2026
4	Friday, 01/23/2026	Thursday, 01/15/2026
5	Friday, 01/30/2026	Thursday, 01/22/2026
6	Friday, 02/06/2026	Thursday, 01/29/2026
7	Friday, 02/13/2026	Thursday, 02/05/2026
8	Friday, 02/20/2026	Thursday, 02/12/2026
9	Friday, 02/27/2026	Thursday, 02/19/2026
10	Friday, 03/06/2026	Thursday, 02/26/2026
11	Friday, 03/13/2026	Thursday, 03/05/2026
12	Friday, 03/20/2026	Thursday, 03/12/2026
13	Friday, 03/27/2026	Thursday, 03/19/2026
14	Friday, 04/03/2026	Thursday, 03/26/2026
15	Friday, 04/10/2026	Thursday, 04/02/2026
16	Friday, 04/17/2026	Thursday, 04/09/2026
17	Friday, 04/24/2026	Thursday, 04/16/2026
18	Friday, 05/01/2026	Thursday, 04/23/2026
19	Friday, 05/08/2026	Thursday, 04/30/2026
20	Friday, 05/15/2026	Thursday, 05/07/2026
21	Friday, 05/22/2026	Thursday, 05/14/2026
22	Friday, 05/29/2026	Thursday, 05/21/2026
23	Friday, 06/05/2026	Thursday, 05/28/2026
24	Friday, 06/12/2026	Thursday, 06/04/2026
25	Thursday, 06/18/2026	Thursday, 06/11/2026
26	Friday, 06/26/2026	Wednesday, 06/17/2026
27	Friday, 07/3/2026	Thursday, 06/25/2026
28	Friday, 07/10/2026	Wednesday, 07/01/2026
29	Friday, 07/17/2026	Thursday, 07/09/2026
30	Friday, 07/24/2026	Thursday, 07/16/2026
31	Friday, 07/31/2026	Thursday, 07/23/2026

32	Friday, 08/07/2026	Thursday, 07/30/2026
33	Friday, 08/14/2026	Thursday, 08/06/2026
34	Friday, 08/21/2026	Thursday, 08/13/2026
35	Friday, 08/28/2026	Thursday, 08/20/2026
36	Friday, 09/04/2026	Thursday, 08/27/2026
37	Friday, 09/11/2026	Thursday, 09/03/2026
38	Friday, 09/18/2026	Thursday, 09/10/2026
39	Friday, 09/25/2026	Thursday, 09/17/2026
40	Friday, 10/02/2026	Thursday, 09/24/2026
41	Friday, 10/09/2026	Thursday, 10/01/2026
42	Friday, 10/16/2026	Thursday, 10/08/2026
43	Friday, 10/23/2026	Thursday, 10/15/2026
44	Friday, 10/30/2026	Thursday, 10/22/2026
45	Friday, 11/06/2026	Thursday, 10/29/2026
46	Friday, 11/13/2026	Thursday, 11/05/2026
47	Friday, 11/20/2026	Thursday, 11/12/2026
48	Friday, 11/27/2026	Thursday, 11/19/2026
49	Friday, 12/04/2026	Thursday, 11/26/2026
50	Friday, 12/11/2026	Thursday, 12/03/2026
51	Friday, 12/18/2026	Thursday, 12/10/2026
52	Tuesday, 12/22/2026	Thursday, 12/17/2026

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- Most Salary Deferral Agreement (SDA) elections will take effect on the first pay period of the next month or as soon as administratively feasible in accordance with plan rules.
- SDA effective date will be available on the confirmation page.