



# KCC NEWSLETTER

A MONTHLY UPDATE FOR OUR EMPLOYEE OWNERS

## APRIL 2026



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*With appreciation to our leadership team and plant managers for their continued support of communication, safety, and growth across KCC.*

*Additional thanks to the contributions provided by:*

Kate Clyde

Jeff Thomas

Tracy Palmer

Chris Cook

Bernadette Acocella

Betty Macklin

Bradon Moore

CJ Moran

Nick Buckley

Scott Hooker

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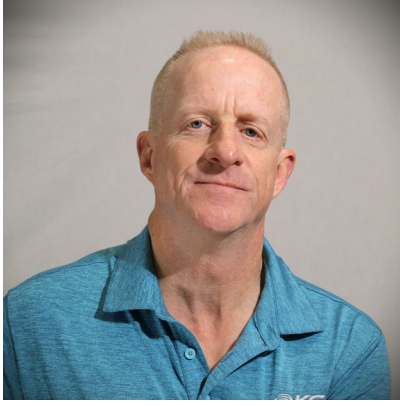
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## A MESSAGE FROM THE PRESIDENT

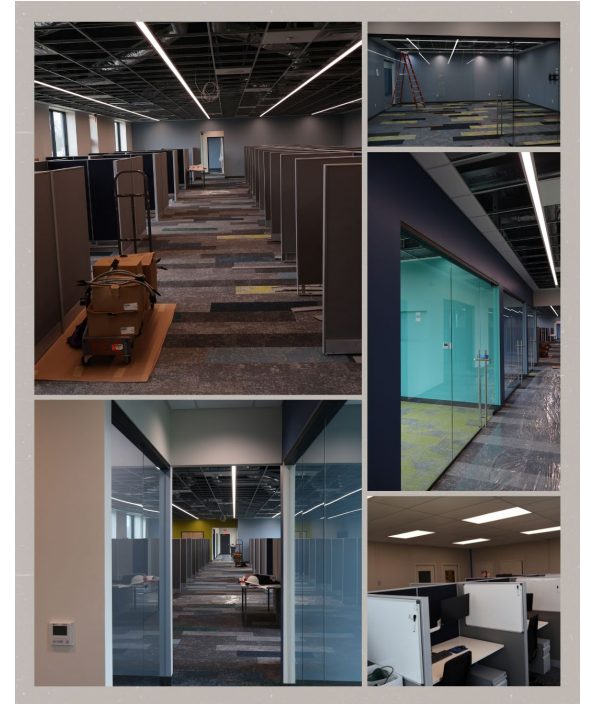


Our New Year is off to a great start, and 2026 promises to be a great year. The opportunities we see are phenomenal. We are pursuing potential partnerships with 7 companies, 3 of which are pre-revenue (meaning they do not have sales yet). Data centers are the growth area for our products in 2026. I believe data center construction will persist at a high level for the next 5 years. Construction is seeing quite a bit of activity, and Service continues to set records. Quoting activity is up 50% over the same period in 2025. Our great KCC people continue to overcome our daily challenges to allow us to make great products. We are building for our future, which is so bright, we'll need to wear shades!

## SIMPSONVILLE UPDATE:

Office spaces are really starting to come together at our new HQ in Simpsonville Commons, and the progress is exciting to see. On the first floor, carpet installation is underway, painting continues throughout the space, and workstations are being assembled and put into place. We've even welcomed some of our first office employees, who have already begun working out of the new building—an exciting milestone for the project.

Upstairs, the second floor is continuing to take shape with ongoing drywall installation, electrical work, and other key infrastructure improvements. Each week brings noticeable changes as the building moves closer to being fully operational. There's a lot of momentum right now, and it's great to see the headquarters come to life as more pieces fall into place.



## Building Careers, Strengthening Communities: KCC Recognized Again

Proud moment for our team at KCC Companies: for the third time in the past month, we have been recognized for our Workforce Development Strategy.

What makes this especially meaningful is that the work happening inside our company—and across the Kentuckiana region—is being noticed statewide. KCC is committed to building a workplace where people can grow careers, strengthen skills, and feel supported from day one.

A few key efforts that continue to set us apart with our partners from JCPS's Adult Education department:

- Offering ESL classes during the workday
- Providing "Spanish for Leaders" courses that further break down language barriers
- Cultural Competency and Humility courses offered to help leaders understand how cultural differences impact workplace success and relationships
- A focus on adult education, talent development, and career pathways for our workforce

A special thank you to the Kentucky Office of Adult Education for honoring KCC in their latest "2026 My Story Reimagined Summit" series and having our very own **Gerald Lowry**, SPHR speak. We are grateful for the recognition—and even more grateful for the people and partners who make this work possible.

“To our team members, educators, and community partners: thank you for helping us create opportunities that matter. Summer Morgan, MPA”





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## NEW FEATURE!

Each month, Jeff Thomas, our VP of Manufacturing will be providing insights on Ownership Concepts.

This month's topic: **OWNERSHIP BEHAVIORS:**



### Ownership Behaviors:

When we talk about ownership here at KCC we are certainly talking about being ESOP members. But we are also talking about owning our performance within the company. Starting this month, I intend to explore the concept of ownership within our everyday work lives and how it affects ourselves and our coworkers.

In our case, ownership refers to how well we take responsibility for our behavior - we "own" the processes we run. It's about being accountable, engaged, and proactive in our daily work.

There are several aspects to Ownership:

1. Safety Responsibility
2. Accountability for Quality
3. Ownership of Equipment and Work Area
4. Productivity and Efficiency
5. Continuous Improvement Participation
6. Team and Shift Responsibility

I will explore one of these topics in depth each month. I look forward to hearing your feedback in the Voicebox submissions.

## UPCOMING COMPANY EVENTS

Day	Event	Location	Time
April 6	Joel Townhall	Simpsonville - R&D Classroom	12:00 PM - 12:30 PM
April 14	2nd QTR Manufacturing Meeting - ENGLISH	Tech - Display Room	8:00 - 9:00 AM
April 14	2nd QTR Manufacturing Meeting - SPANISH	Tech - Display Room	9:00 - 10:00 AM
April 14	2nd QTR Manufacturing Meeting - ALL	Tech - Display Room	4:15-5:15 PM
April 15	<b>COOKOUT!!!</b>	<b>Technology</b>	<b>Employee Lunch Times</b>
April 15	2nd QTR Manufacturing Meeting - ALL	Tech - Display Room	5:00 AM - 6:00 AM
April 15	2nd QTR Manufacturing Meeting - SPANISH	Tech - Display Room	8:00 - 9:00 AM
April 15	2nd QTR Manufacturing Meeting - ENGLISH	Tech - Display Room	9:00 - 10:00 AM
April 16	<b>COOKOUT!!!</b>	<b>Grassland/Stanley Gault</b>	<b>Employee Lunch Times</b>
April 16	2nd QTR Manufacturing Meeting - ENGLISH	Tech - Display Room	8:00 - 9:00 AM
April 16	2nd QTR Manufacturing Meeting - SPANISH	Tech - Display Room	9:00 - 10:00 AM
April 17	<b>COOKOUT!!!</b>	<b>R&amp;D</b>	<b>Employee Lunch Times</b>
April 17	2nd QTR Manufacturing Meeting - ALL	Grassland - Break Room	9:00 AM - 10:00 AM
April 17	2nd QTR Manufacturing Meeting - ALL	Grassland - Break Room	3:00 PM - 4:00 PM
April 20	Joel Townhall	Grassland - Training Room	12:00 PM - 12:30 PM
April 29	Blood Drive	Grassland - Training Room	8:00 AM - 2:00 PM



## PLANT SPOTLIGHT

### Grassland Drive Plant

#### Key Wins

We successfully finished installing weather guards on our curbs and adapters. These guards help protect the products from rain, dirt, and damage while they are waiting to be shipped. This makes sure they stay in good condition and ready for customers. The team worked hard to complete this project safely and with high quality. Great job to everyone involved!

#### What We're Working On

We are now starting to repair welding cables in our own shop instead of sending them out. Before, repairs could take 1 to 3 weeks, which slowed down work. Now, most repairs can be done in less than an hour. This will help us save about \$6,900 each year, reduce downtime, and keep our machines running. This is a big step toward working faster and more efficiently.

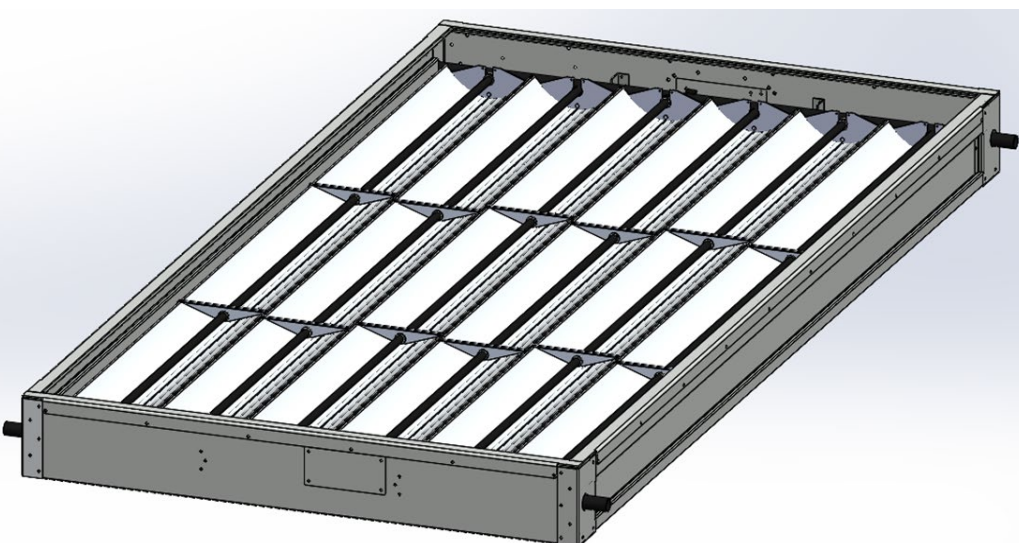
#### What's Coming Next

We're excited to share that we received our first order for six NVIRIQ Thermal Collectors. These are new tools that help air conditioning systems work better, especially in very hot areas. They help save energy, reduce strain on equipment, and make systems last longer. This is an exciting step forward for our company and future growth.

#### People & Recognition

This month we're proud to recognize **Jerry Blair**, who has been a valued part of our team for the past **13 years** as a skilled TIG welder. Jerry consistently demonstrates exceptional craftsmanship, attention to detail, and a strong commitment to quality in every project he works on. Beyond his technical ability, he's known for his positive attitude, reliability, and willingness to support his teammates whenever needed. We're grateful for Jerry's dedication and the high standard he helps set for our entire team.

#### Thermal Collector enclosure for NVIRIQ



## EMPLOYEE SPOTLIGHT



### Bernadette Acocella

LMS Administrator  
Learning & Development  
Years at KCC: 2.5 years

#### How many years have you been working at KCC?

I have been working at KCC for two and a half years.

#### What do you do at KCC?

I am a Learning Management System Administrator. I manage our training system, KCC Learns.

#### What is your favorite part of your job or working here?

First, I'm happy that I work with such a supportive team. I enjoy what I do because I like helping people. Part of my job is to create videos, edit them, and prepare them to be as excellent as possible for our company.

#### What is your favorite food?

Italian food such as pasta, salad, bread and especially desserts.

#### What is one thing you consider yourself very good at?

I consider myself good at finding and identifying birds by their calls.

#### If you could choose one superpower, what would it be?

I would like to travel through time from the past to the future.

#### What is something you've always wanted to do?

I always wanted to run a distance longer than a marathon.

#### What is something about you that people may not know?

I have not eaten meat in 14 years.

#### What advice would you give to new employees?

I would recommend that you always strive to learn something new and take any opportunity that KCC provides. Also, pay attention to ESOP and learn everything you can about what it means for you. It is a huge benefit to all employees.



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## ANNOUNCEMENTS N' STUFF!

### COOK'S CORNER



#### THE MASTERS WILL BE PLAYED APRIL 9 – 12, 2026.

The Masters Tournament is iconic for its legendary, low-cost (\$1.50) pimento cheese sandwich, a staple tradition since the 1940s served on white bread, often wrapped in green paper.

### Masters Tournament Pimento Cheese Sandwich

**Yields:**  
4 - 6 serving(s)

**Prep Time:**  
20 mins

**Total Time:**  
1 hr 20 mins

#### Ingredients

- 8 oz. 8 ounces sharp cheddar, grated (about 2 cups)
- 4 oz. 4 ounces Monterrey Jack or Colby, grated (about 1 cup)
- 1/2 cup mayonnaise
- 4 oz. cream cheese, at room temperature
- 1 (4-ounce) jar diced pimento, drained
- 1/3 cup diced white onion
- 1/2 tsp. garlic powder
- 1/4 tsp. cayenne pepper
- soft white sandwich bread



#### Directions

##### Step 1

Combine Cheddar, Colby, mayonnaise, cream cheese, pimentos, onion, garlic powder, and cayenne pepper in a bowl. Season with salt and black pepper. Stir until well combined.

##### Step 2

Spread 1/4 to 1/3 cup pimento cheese on a piece soft white sandwich bread. Sandwich with a second slice of bread.



**NEXT MONTH  
COOK'S CORNER  
WILL FEATURE  
"DERBY PIE"**

Have a recipe you'd like to share?  
Email to:

[gjefferson@kccmfg.com](mailto:gjefferson@kccmfg.com)  
[drodriquez@kccmfg.com](mailto:drodriquez@kccmfg.com)

SCAN HERE!



**Upgrade Your Thermostat to a Smart/Wifi Control**

Want to control everything from your cell phone? Replace your system with a High Seer, High Efficiency Communicating System for 0%

Schedule your  
**Free Quote**  
Today!



### April Moments That Made History

- April 1953 – Liberace becomes the highest-paid entertainer on television
- April 4, 2015 – A previously undefeated University of Kentucky basketball team loses to Wisconsin 71 – 64
- April 10, 1970 – Paul McCartney announces the breakup of The Beatles
- April 23, 1908 – Ford announces its Model T production plan



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## Operations in Action

### February Shipment Performance at a Glance

We're off to a strong start in 2026, with February shipments reaching **\$17.97M**, a significant increase from **\$12.76M in January**—a jump of more than **40% month-over-month**. This growth reflects solid momentum across key locations, led by Technology, with additional contributions from Grassland, Tooele, and HVAC Service.



- ◆ **+41%** shipment growth from January to **February**
- ◆ **\$17.97M** shipped in February
- ◆ **873** parts orders processed

Locations	February Shipments
Technology	\$15,699,000.90
Grassland	\$1,533,000.50
Tooele	\$290,000.00
Other (HVAC Service)	\$449,000.00
<b>Total</b>	<b>\$17,971,001.40</b>
PARTS ORDER QUANTITY	
Parts Order Quantity	\$732,210.00

## BUSINESS TECHNOLOGY



### BUSINESS TECHNOLOGY SUPPORT IS CHANGING!

Introducing Our New IT Support Partner: Replacing Synoptek on 04-01-2026



#### New Local IT Support Team

Get to know the specialists collaborating with the KCC experts who assist with your technology.

#### ⚡ Faster Help Requests

Streamlined support and quicker responses.

#### 🛠️ New Support Tools

Improved tools to manage and support devices.

“An ounce of prevention is worth a pound of cure.”

- Benjamin Franklin

This visual reinforces the importance of awareness and quick action, key elements outlined in our **Ransomware Response Actions Checklist**. Staying vigilant helps protect both our



### End-User Ransomware Response Actions Checklist

#### End-User Detection Device Behavior - Action Items Checklist

Step #	Action	✓
1	Did the End-User detect a suspicious behavior including missing files and/or unauthorized device access (i.e., unattended mouse movement)?	<input type="checkbox"/>
2	Did the End-User immediately disconnect the vulnerable laptop from the docking station and power off or unplug all network/power cables from the vulnerable workstation?	<input type="checkbox"/>
3	Did the End-User immediately report the urgent device threat by calling Louisville Geek Support via (502) 493-5847 for initial triage?	<input type="checkbox"/>
4	Did the End-User report the <u>non-urgent</u> device threat by e-mailing support@kccmfg.com or calling (502) 493-5847 for initial triage?	<input type="checkbox"/>

#### End-User Detection Insecure Practice & External Threat - Action Items Checklist

Step #	Action	✓
1	Did the End-User detect an internal insecure practice or an external threat (e.g., KCC Supplier)?	<input type="checkbox"/>
2	Did the End-User submit the findings by e-mailing support@kccmfg.com or calling (502) 493-5847 for initial triage?	<input type="checkbox"/>
3	Did the End-User immediately report known vendor threats (e.g., Supplier Ransomware) by calling Louisville Geek Support via (502) 493-5847?	<input type="checkbox"/>

#### End-User Detection Suspicious Pop-up - Action Items Checklist

Step #	Action	✓
1	Did the End-User detect a suspicious pop-up and did not attempt to remove or click on the pop-up?	<input type="checkbox"/>
2	Did the End-User immediately disconnect the laptop from the docking station and power off or unplug all network/power cables from the vulnerable workstation?	<input type="checkbox"/>
3	Did the End-User immediately report the urgent device threat by calling Louisville Geek Support via (502) 493-5847?	<input type="checkbox"/>

#### End-User Detection Suspicious Email - Action Items Checklist

Step #	Action	✓
1	Did the End-User detect a suspicious e-mail and did not forward it to other recipients including Louisville Geek Support?	<input type="checkbox"/>
2	Using KnowBe4 Security Awareness Training, was the End-User 100% certain before clicking on any links in the e-mail?	<input type="checkbox"/>
3	Did the End-User follow the correct process and click on the <Phish Alert Report> button located on the Outlook ribbon to report the e-mail?	<input type="checkbox"/>





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## April Announcements, Events & Anniversaries



### KCC APRIL ANNIVERSARIES

Employee	Years at KCC (6+) (at April anniversary date)
Richard Kilburne	41
Gregory Conrad	39
Ike Sherlock	37
Timothy Richardson	33
Rebecca Slahta	24
Patrick Vanmeter	13
Ariel Escobar Valdes	13
Khalid Iskandarov	12
William Speaker	12
Steven Schweitzer	11
Ronald Ivory	11
Steven Jenkins	10
Brandon Floyd	10
Brian Kopp	9
Sandra Lozano	9
Aaron McKnight	9
Erica Straker	8
David Blair	8
Abel Perez	8
Kass Moore	8
Matthew Reasor	8
Tyrone Porter	8
Marbys Torres Monteagudo	7
Kelly Popham	7
Matthew Fraser	7
Beth Hancock	7
Zachary Ludwick	7
Juan Madera	7
Carlos Gilestra	7
Michele Orangias	7
John Osbourn	7
Brent Thomas	7
<b>100% ESOP VESTED (at April anniversary date)</b>	
Remus Hoskin	6
Carlos Govin Aguilar	6
Bryce McCoy	6

### ESOP NEWS!!




## EMPLOYEE OWNER SPOTLIGHT VIDEO SERIES



### DAVID DENNY



WE ARE EXCITED TO SHARE THE FIRST VIDEO IN OUR NEW SERIES, "EMPLOYEE OWNER SPOTLIGHT."

IN THIS KICKOFF VIDEO, DAVID DENNY SHARES WHAT THE ESOP HAS MEANT TO HIM AND HOW BEING AN EMPLOYEE-OWNER HAS IMPACTED HIS RETIREMENT.

OVER THE COURSE OF THIS YEAR, WE'LL BE FEATURING MORE TEAM MEMBERS AND THEIR STORIES. OUR HOPE IS THAT THESE VIDEOS HELP MAKE THE ESOP FEEL MORE REAL AND PERSONAL – AND GIVE YOU A BETTER UNDERSTANDING OF WHAT IT CAN MEAN FOR YOUR FUTURE.

The ESOP Committee is currently recruiting Committee Members from:

**WE WANT YOU!**

Bilingual – Any Shift, Any Plant

1st Shift Production – Grassland

2nd Shift – Grassland

2nd & 3rd Shift – Technology



If you are interested, please speak to your Supervisor (for approval to apply) and reach out to Becky McClellan or Jeanne Baker for additional information. You can also apply on Sharepoint from our ESOP page!

“April Showers Bring May Flowers”

- Thomas Tusser





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## COMPANY PROMOTIONS

THE FOLLOWING EMPLOYEES ARE MOVIN' ON UP!



Please join us in congratulating the following team members on their recent promotions. We appreciate their hard work, dedication, and continued contributions to our success.

Leadership	
Maxwell Umoh	Team Leader
Yanet Marrero Cespedes	Team Leader
Production	
Jordan Sawyer	Welder II/TIG
Anyel Martinez	Electro-Mechanical Tech
Yendry Murguia Hernandez	Electro-Mechanical Tech
Trenton Jacobs	Electro-Mechanical Tech
Simon Scheidel	Refrigeration Tech I
Ceilan Fernandez	CNC I
Connor Coffman	Electrical Engineer I

“Too much of a good thing is wonderful”.  
- Liberace

**PROFOUND MUSINGS...**by Craig (80's & 90's pop culture edition)



Of all the TV shows where a guy turns into different animals to solve crime, I'd say "Manimal" is definitely in the top 5.

If anyone has actually done the safety dance, you know it's not all that safe. Men Without Hats were lying to us the whole time!!

The movie "Cool as Ice" was about Vanilla Ice playing a rebellious, motorcycle-riding rapper travelling around with his band. And it was never nominated for an Oscar. I'm sick to this day about that.

Hot Take: The song "Baby Merchant" was about 50 (!!) times better than "He's Guilty" on the TV Show COP ROCK.


Remember Becky the Duck from Saved By The Bell? First Zack hits her with a baseball, then as soon as she recovers and is set free, the Bayside High School (Go Tigers!) Football Field gets flooded with oil, Becky gets trapped, then dies. Talk about bad luck!!

Whether you're looking to cut down glare on the road, elevating your style, or just protecting your eyes from photokeratitis and macular degeneration, we have you covered!

**Shady Rays is offering 40% OFF For KCC Employees!!**

Check out their website or scan the QR Code and (at checkout) enter the code:

KCC40


"He had no arms or legs. He couldn't hear, see, or speak. This is how he led a nation"  
- Michael Scott



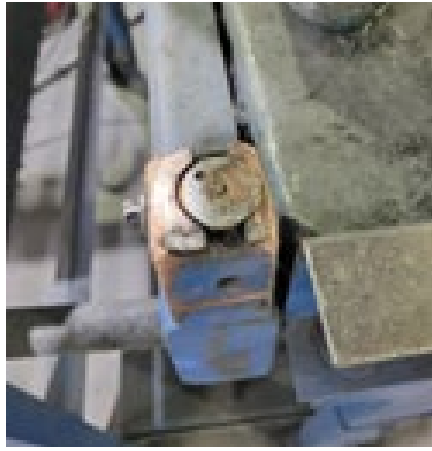


*Risky Business*



...avoided

## SAFETY FIX OF THE MONTH WINNERS March 2026



### **Navila Mirabal**

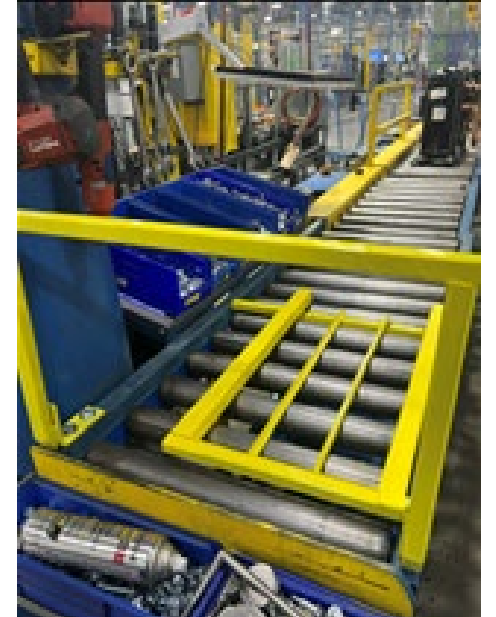
Grassland - CNC/Pin Spotter

Navila Mirabal is a CNC operator at the Grassland facility. Navila noticed the Line 3 stationary pin spotter bottom plate was worn down and not providing a safe ground for team members. Navila reported it through her supervisor, and the plate was replaced by the maintenance team.

### **GREAT FIX!**

The Safety Committee has awarded Navila Mirabal with the Safety Fix of the Month and a \$50 gift card. Congrats to Navila!

**YOU COULD BE NEXT!!!**



### **Sergio Jimenez**

Refrigeration Technology

Sergio observed team members having difficulty assembling tandem compressor sleds. He noticed team members in awkward positions and routinely needing to realign compressors during install, which could lead to hand, wrist, and back injuries. Sergio created a fixture to standardize the install of tandem compressor sleds. This fixture supports the compressors during install to improve ergonomics, minimize defects, and reduce assembly time.

### **GREAT FIX!**

The Safety Committee has awarded Sergio Jimenez with the Safety Fix of the Month and a \$50 gift card. Congrats to Sergio!

**YOU COULD BE NEXT!!!**

### **We are proud to announce an extraordinary achievement:**

KCC has surpassed 3 million work hours without a lost time injury. This milestone reflects far more than a number — it represents a daily commitment to safety, accountability, and looking out for one another. Every employee, every shift, and every decision has contributed to creating a workplace where safety comes first.

**KCC MANUFACTURING**  
3 MILLION HOURS  
NO LOST TIME INJURIES



**FEBRUARY 2026**

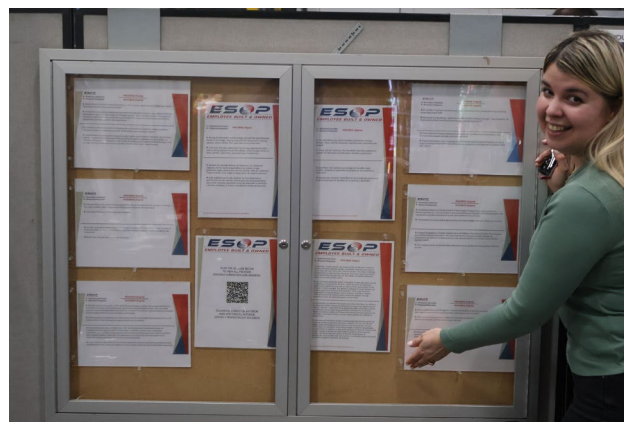


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## WHERE DO I FIND COMPANY RELATED COMMUNICATIONS?

Plant/Facility	Physical Location
All User Emails	Company Wide Emails
Electron	Shop Floor
Grassland	Main Break Room
Grassland	Coffee Room
Grassland	Back Break Room
Grassland	Atrium
Grassland	Upstairs (near ENG cubicles)
Online	<a href="http://www.kcccompanies.com">www.kcccompanies.com</a>
Online	<a href="#">KCC Companies HVAC   Louisville KY   Facebook</a>
Online	<a href="#">KCC Companies (@kcc_companies) • Instagram photos and videos</a>
Online	<a href="#">(28) KCC Companies: Posts   LinkedIn</a>
Technology	Back of Plant near Electrical
Technology	Middle of Plant near Lines/Time Clock
Technology	Main Break Room
Technology	Coffee Room
Technology	Near Main Restrooms
Technology	Main Break Room (on cubicle wall)
Text Alerts	Texts
Utah	Main Break Room



R&D AND (OFFICE AND SUPPORT STAFF) SharePoint (ENGLISH & SPANISH)
Announcements
Current Newsletter
Past Newsletters
Calendar of Events
Company Directory
ESOP Page
Hotline & Support Numbers
HR Policies Page
HR Policy Quick Guide
Job Openings
KCC Facebook Link
KCC Instagram Link
KCC Learns Link
KCC LinkedIn Link
KCC Store
Toolbox Talks
Production Calendar (pay days, holidays)
Project Management Office
Voicebox (submit)
Voicebox (previous)
General Company Announcements
Joel's Town Halls
Informational Videos & Presentations
Engagement Videos



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We want to meet the furry (or feathery... or scaly) members of the KCC family. Have a pet you'd like to show off? Send us:

- 📷 A photo of your pet
- 🐾 Pet's name
- 👤 Owner's name & department
- 💬 One fun fact (favorite toy, weird habit, secret talent, etc.)

Email submissions to:  
[gjefferson@kccmfg.com](mailto:gjefferson@kccmfg.com) and  
[drodriquez@kccmfg.com](mailto:drodriquez@kccmfg.com)

Selected pets will be featured in upcoming newsletters!



🐾 Pet's name: **CHARLIE (aka Captain Doofenschmurtz)**

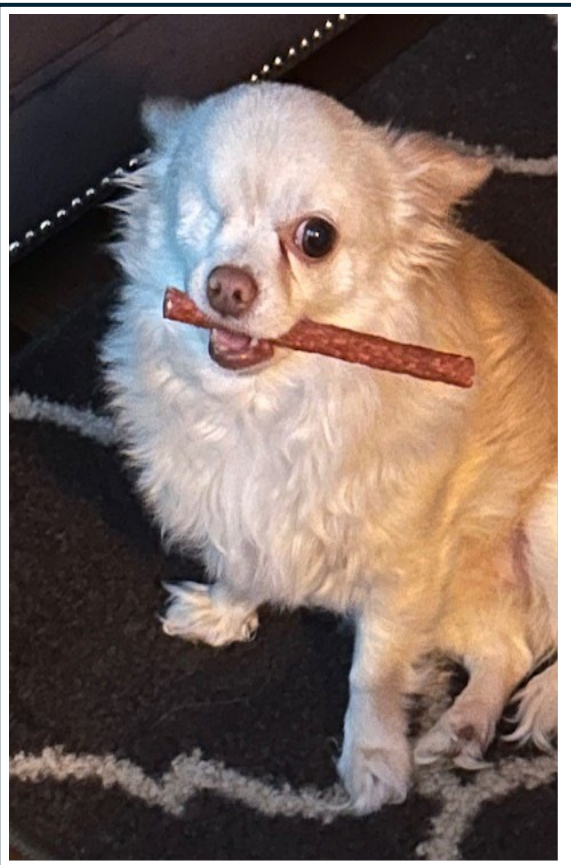
👤 Owner's name & department: CJ Moran, BT

💬 Fact about CHARLIE: He is deaf and adorable!!!

🐾 Pet's name: **TANZIE**

👤 Owner's name & department: Brandon Moore, Manufacturing Engineering

💬 Fun fact about Tanzie: she can speak around 10 English words/phrases but mostly communicates through screaming.



🐾 Pet's name: **BELLA**

👤 Owner's name: Betty Macklin

💬 Fact about BELLA: Bella is a boogie diva with cat tendencies. She thought she could win a fight with a groundhog. She loves liver cheese with her coffee.



🐾 Pet's name: **VIOLET**

👤 Owner's name & department: Nick Buckley, L&D

💬 Fun fact about VIOLET: She is a pandemic pup. We had a scheduled trip to Disney World in 2020 that we had to cancel, so Violet joined my family in June of that year. She learned how to give her paw for a treat, but now she just lifts her paw whenever she wants something.

“Pets are better than people”  
-Everyone



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## KCC Company Calendar 2026

January						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

# Pay Day    Pay Period    Holiday

Q1    Q2    Q3    Q4

SCAN HERE FOR WEB VERSION:

