



Monthly

| If election is made in TIAA portal for First Available Paycheck between these dates: | | | | First pay affected |
|--|---|------------|--|--------------------|
| 1/1/2022 | - | 1/31/2022 | | 2/28/2022 |
| 2/1/2022 | - | 2/28/2022 | | 3/31/2022 |
| 3/1/2022 | - | 3/31/2022 | | 4/29/2022 |
| 4/1/2022 | - | 4/30/2022 | | 5/31/2022 |
| 5/1/2022 | - | 5/31/2022 | | 6/30/2022 |
| 6/1/2022 | - | 6/30/2022 | | 7/29/2022 |
| 7/1/2022 | - | 7/31/2022 | | 8/31/2022 |
| 8/1/2022 | - | 8/31/2022 | | 9/30/2022 |
| 9/1/2022 | - | 9/30/2022 | | 10/31/2022 |
| 10/1/2022 | - | 10/31/2022 | | 11/30/2022 |
| 11/1/2022 | - | 11/30/2022 | | 12/30/2022 |
| 12/1/2022 | - | 12/31/2022 | | 1/31/2023 |

Biweekly

| If election is made in TIAA portal for First Available Paycheck between these dates: | | | | First pay affected |
|--|---|------------|--|--------------------|
| 5/26/2022 | - | 6/7/2022 | | 6/17/2022 |
| 6/8/2022 | - | 6/21/2022 | | 7/1/2022 |
| 6/22/2022 | - | 7/5/2022 | | 7/15/2022 |
| 7/6/2022 | - | 7/19/2022 | | 7/29/2022 |
| 7/20/2022 | - | 8/2/2022 | | 8/12/2022 |
| 8/3/2022 | - | 8/16/2022 | | 8/26/2022 |
| 8/17/2022 | - | 8/30/2022 | | 9/9/2022 |
| 9/1/2022 | - | 9/13/2022 | | 9/23/2022 |
| 9/14/2022 | - | 9/27/2022 | | 10/7/2022 |
| 9/28/2022 | - | 10/11/2022 | | 10/21/2022 |
| 10/12/2022 | - | 10/25/2022 | | 11/4/2022 |
| 10/26/2022 | - | 11/8/2022 | | 11/18/2022 |
| 11/9/2022 | - | 11/22/2022 | | 12/2/2022 |
| 11/23/2022 | - | 12/6/2022 | | 12/16/2022 |
| 12/7/2022 | - | 12/20/2022 | | 12/30/2022 |

*Note: Above represents minimal delay for processing. If desired, participants may schedule their deferral change to take effect at a later date by choosing a later effective date. In that case the deferral will take effect on the first payroll date following that effective date.