

# 2023 Annual Compensation Payment Calendar

■ Commissions<sup>^</sup> ■ Rewards<sup>†</sup> ■ Kaiser Permanente–Observed Holiday<sup>\*</sup>

| January 2023   |                 |                 |    |    |                 |    |
|----------------|-----------------|-----------------|----|----|-----------------|----|
| Su             | M               | Tu              | W  | Th | F               | Sa |
| 1 <sup>*</sup> | 2 <sup>*</sup>  | 3               | 4  | 5  | 6               | 7  |
| 8              | 9               | 10              | 11 | 12 | 13              | 14 |
| 15             | 16 <sup>*</sup> | 17 <sup>^</sup> | 18 | 19 | 20              | 21 |
| 22             | 23              | 24              | 25 | 26 | 27 <sup>†</sup> | 28 |
| 29             | 30              | 31              |    |    |                 |    |

| February 2023 |                 |    |                 |    |    |    |
|---------------|-----------------|----|-----------------|----|----|----|
| Su            | M               | Tu | W               | Th | F  | Sa |
|               |                 |    | 1               | 2  | 3  | 4  |
| 5             | 6               | 7  | 8               | 9  | 10 | 11 |
| 12            | 13              | 14 | 15 <sup>^</sup> | 16 | 17 | 18 |
| 19            | 20              | 21 | 22              | 23 | 24 | 25 |
| 26            | 27 <sup>†</sup> | 28 |                 |    |    |    |

| March 2023 |                 |    |                 |    |    |    |
|------------|-----------------|----|-----------------|----|----|----|
| Su         | M               | Tu | W               | Th | F  | Sa |
|            |                 |    | 1               | 2  | 3  | 4  |
| 5          | 6               | 7  | 8               | 9  | 10 | 11 |
| 12         | 13              | 14 | 15 <sup>^</sup> | 16 | 17 | 18 |
| 19         | 20              | 21 | 22              | 23 | 24 | 25 |
| 26         | 27 <sup>†</sup> | 28 | 29              | 30 | 31 |    |

| April 2023 |                 |    |    |                 |    |    |
|------------|-----------------|----|----|-----------------|----|----|
| Su         | M               | Tu | W  | Th              | F  | Sa |
|            |                 |    |    |                 |    | 1  |
| 2          | 3               | 4  | 5  | 6               | 7  | 8  |
| 9          | 10              | 11 | 12 | 13              | 14 | 15 |
| 16         | 17 <sup>^</sup> | 18 | 19 | 20              | 21 | 22 |
| 23         | 24              | 25 | 26 | 27 <sup>†</sup> | 28 | 29 |
| 30         |                 |    |    |                 |    |    |

| May 2023 |                 |                 |    |    |                 |    |
|----------|-----------------|-----------------|----|----|-----------------|----|
| Su       | M               | Tu              | W  | Th | F               | Sa |
|          | 1               | 2               | 3  | 4  | 5               | 6  |
| 7        | 8               | 9               | 10 | 11 | 12              | 13 |
| 14       | 15              | 16 <sup>^</sup> | 17 | 18 | 19              | 20 |
| 21       | 22              | 23              | 24 | 25 | 26 <sup>†</sup> | 27 |
| 28       | 29 <sup>*</sup> | 30              | 31 |    |                 |    |

| June 2023 |    |                 |    |                 |    |    |
|-----------|----|-----------------|----|-----------------|----|----|
| Su        | M  | Tu              | W  | Th              | F  | Sa |
|           |    |                 |    | 1               | 2  | 3  |
| 4         | 5  | 6               | 7  | 8               | 9  | 10 |
| 11        | 12 | 13              | 14 | 15 <sup>^</sup> | 16 | 17 |
| 18        | 19 | 20              | 21 | 22              | 23 | 24 |
| 25        | 26 | 27 <sup>†</sup> | 28 | 29              | 30 |    |

| July 2023 |                 |                |    |                 |    |    |
|-----------|-----------------|----------------|----|-----------------|----|----|
| Su        | M               | Tu             | W  | Th              | F  | Sa |
|           |                 |                |    |                 |    | 1  |
| 2         | 3               | 4 <sup>*</sup> | 5  | 6               | 7  | 8  |
| 9         | 10              | 11             | 12 | 13              | 14 | 15 |
| 16        | 17 <sup>^</sup> | 18             | 19 | 20              | 21 | 22 |
| 23        | 24              | 25             | 26 | 27 <sup>†</sup> | 28 | 29 |
| 30        | 31              |                |    |                 |    |    |

| August 2023 |                 |    |                 |    |    |    |
|-------------|-----------------|----|-----------------|----|----|----|
| Su          | M               | Tu | W               | Th | F  | Sa |
|             |                 | 1  | 2               | 3  | 4  | 5  |
| 6           | 7               | 8  | 9               | 10 | 11 | 12 |
| 13          | 14              | 15 | 16 <sup>^</sup> | 17 | 18 | 19 |
| 20          | 21              | 22 | 23              | 24 | 25 | 26 |
| 27          | 28 <sup>†</sup> | 29 | 30              | 31 |    |    |

| September 2023 |                |    |                 |    |                 |    |
|----------------|----------------|----|-----------------|----|-----------------|----|
| Su             | M              | Tu | W               | Th | F               | Sa |
|                |                |    |                 |    | 1               | 2  |
| 3              | 4 <sup>*</sup> | 5  | 6               | 7  | 8               | 9  |
| 10             | 11             | 12 | 13              | 14 | 15 <sup>^</sup> | 16 |
| 17             | 18             | 19 | 20              | 21 | 22              | 23 |
| 24             | 25             | 26 | 27 <sup>†</sup> | 28 | 29              | 30 |

| October 2023 |                 |    |    |    |                 |    |
|--------------|-----------------|----|----|----|-----------------|----|
| Su           | M               | Tu | W  | Th | F               | Sa |
| 1            | 2               | 3  | 4  | 5  | 6               | 7  |
| 8            | 9               | 10 | 11 | 12 | 13              | 14 |
| 15           | 16 <sup>^</sup> | 17 | 18 | 19 | 20              | 21 |
| 22           | 23              | 24 | 25 | 26 | 27 <sup>†</sup> | 28 |
| 29           | 30              | 31 |    |    |                 |    |

| November 2023 |    |                 |                 |                 |    |    |
|---------------|----|-----------------|-----------------|-----------------|----|----|
| Su            | M  | Tu              | W               | Th              | F  | Sa |
|               |    |                 | 1               | 2               | 3  | 4  |
| 5             | 6  | 7               | 8               | 9               | 10 | 11 |
| 12            | 13 | 14              | 15 <sup>^</sup> | 16              | 17 | 18 |
| 19            | 20 | 21              | 22              | 23 <sup>*</sup> | 24 | 25 |
| 26            | 27 | 28 <sup>†</sup> | 29              | 30              |    |    |

| December 2023 |                 |    |    |                 |                 |    |
|---------------|-----------------|----|----|-----------------|-----------------|----|
| Su            | M               | Tu | W  | Th              | F               | Sa |
|               |                 |    |    |                 | 1               | 2  |
| 3             | 4               | 5  | 6  | 7               | 8               | 9  |
| 10            | 11              | 12 | 13 | 14              | 15 <sup>^</sup> | 16 |
| 17            | 18              | 19 | 20 | 21              | 22              | 23 |
| 24            | 25 <sup>*</sup> | 26 | 27 | 28 <sup>†</sup> | 29              | 30 |
| 31            |                 |    |    |                 |                 |    |

All payment dates are subject to change.

Statements will be available on CARS the following business day by noon.