

	Champlain, SMC, GMHEC			Mid - CA			Mid - VT		
	Pay Period Start Date	Pay Period Start Date	Pay Check Issue Date	Pay Period Start Date	Pay Period Start Date	Pay Check Issue Date	Pay Period Start Date	Pay Period Start Date	Pay Check Issue Date
Pay #1	12/20/2020	1/2/2021	1/8/2021	12/21/2020	1/3/2021	1/8/2021	12/28/2020	1/10/2021	1/15/2021
Pay #2	1/3/2021	1/16/2021	1/22/2021	1/4/2021	1/17/2021	1/22/2021	1/11/2021	1/24/2021	1/29/2021
Pay #3	1/17/2021	1/30/2021	2/5/2021	1/18/2021	1/31/2021	2/5/2021	1/25/2021	2/7/2021	2/12/2021
Pay #4	1/31/2021	2/13/2021	2/19/2021	2/1/2021	2/14/2021	2/19/2021	2/8/2021	2/21/2021	2/26/2021
Pay #5	2/14/2021	2/27/2021	3/5/2021	2/15/2021	2/28/2021	3/5/2021	2/22/2021	3/7/2021	3/12/2021
Pay #6	2/28/2021	3/13/2021	3/19/2021	3/1/2021	3/14/2021	3/19/2021	3/8/2021	3/21/2021	3/26/2021
Pay #7	3/14/2021	3/27/2021	4/2/2021	3/15/2021	3/28/2021	4/2/2021	3/22/2021	4/4/2021	4/9/2021
Pay #8	3/28/2021	4/10/2021	4/16/2021	3/29/2021	4/11/2021	4/16/2021	4/5/2021	4/18/2021	4/23/2021
Pay #9	4/11/2021	4/24/2021	4/30/2021	4/12/2021	4/25/2021	4/30/2021	4/19/2021	5/2/2021	5/7/2021
Pay #10	4/25/2021	5/8/2021	5/14/2021	4/26/2021	5/9/2021	5/14/2021	5/3/2021	5/16/2021	5/21/2021
Pay #11	5/9/2021	5/22/2021	5/28/2021	5/10/2021	5/23/2021	5/28/2021	5/17/2021	5/30/2021	6/4/2021
Pay #12	5/23/2021	6/5/2021	6/11/2021	5/24/2021	6/6/2021	6/11/2021	5/31/2021	6/13/2021	6/18/2021
Pay #13	6/6/2021	6/19/2021	6/25/2021	6/7/2021	6/20/2021	6/25/2021	6/14/2021	6/27/2021	7/2/2021
Pay #14	6/20/2021	7/3/2021	7/9/2021	6/21/2021	7/4/2021	7/9/2021	6/28/2021	7/11/2021	7/16/2021
Pay #15	7/4/2021	7/17/2021	7/23/2021	7/5/2021	7/18/2021	7/23/2021	7/12/2021	7/25/2021	7/30/2021
Pay #16	7/18/2021	7/31/2021	8/6/2021	7/19/2021	8/1/2021	8/6/2021	7/26/2021	8/8/2021	8/13/2021
Pay #17	8/1/2021	8/14/2021	8/20/2021	8/2/2021	8/15/2021	8/20/2021	8/9/2021	8/22/2021	8/27/2021
Pay #18	8/15/2021	8/28/2021	9/3/2021	8/16/2021	8/29/2021	9/3/2021	8/23/2021	9/5/2021	9/10/2021
Pay #19	8/29/2021	9/11/2021	9/17/2021	8/30/2021	9/12/2021	9/17/2021	9/6/2021	9/19/2021	9/24/2021
Pay #20	9/12/2021	9/25/2021	10/1/2021	9/13/2021	9/26/2021	10/1/2021	9/20/2021	10/3/2021	10/8/2021
Pay #21	9/26/2021	10/9/2021	10/15/2021	9/27/2021	10/10/2021	10/15/2021	10/4/2021	10/17/2021	10/22/2021
Pay #22	10/10/2021	10/23/2021	10/29/2021	10/11/2021	10/24/2021	10/29/2021	10/18/2021	10/31/2021	11/5/2021
Pay #23	10/24/2021	11/6/2021	11/12/2021	10/25/2021	11/7/2021	11/12/2021	11/1/2021	11/14/2021	11/19/2021
Pay #24	11/7/2021	11/20/2021	11/26/2021	11/8/2021	11/21/2021	11/26/2021	11/15/2021	11/28/2021	12/3/2021
Pay #25	11/21/2021	12/4/2021	12/10/2021	11/22/2021	12/5/2021	12/10/2021	11/29/2021	12/12/2021	12/17/2021
Pay #26	12/5/2021	12/18/2021	12/24/2021	12/6/2021	12/19/2021	12/24/2021	12/13/2021	12/26/2021	12/31/2021