



<b>HMH Bi-weekly Online Salary Deferral Calendar</b>		
<b>Pay Period</b>	<b>If you want your salary deferral change to appear on the pay date below:</b>	<b>Enter change online with an effective date on or before 11:59 p.m. on the dates listed below:</b>
1	Friday, January 12, 2024	Tuesday, January 2, 2024
2	Friday, January 26, 2024	Tuesday, January 16, 2024
3	Friday, February 9, 2024	Tuesday, January 30, 2024
4	Friday, February 23, 2024	Tuesday, February 13, 2024
5	Friday, March 8, 2024	Tuesday, February 27, 2024
6	Friday, March 22, 2024	Tuesday, March 12, 2024
7	Friday, April 5, 2024	Tuesday, March 26, 2024
8	Friday, April 19, 2024	Tuesday, April 9, 2024
9	Friday, May 3, 2024	Tuesday, April 23, 2024
10	Friday, May 17, 2024	Tuesday, May 7, 2024
11	Friday, May 31, 2024	Tuesday, May 21, 2024
12	Friday, June 14, 2024	Tuesday, June 4, 2024
13	Friday, June 28, 2024	Wednesday, June 19, 2024
14	Friday, July 12, 2024	Tuesday, July 2, 2024
15	Friday, July 26, 2024	Tuesday, July 16, 2024
16	Friday, August 9, 2024	Tuesday, July 30, 2024
17	Friday, August 23, 2024	Tuesday, August 13, 2024
18	Friday, September 6, 2024	Tuesday, August 27, 2024
19	Friday, September 20, 2024	Tuesday, September 10, 2024
20	Friday, October 4, 2024	Tuesday, September 24, 2024
21	Friday, October 18, 2024	Tuesday, October 8, 2024
22	Friday, November 1, 2024	Tuesday, October 22, 2024
23	Friday, November 15, 2024	Tuesday, November 5, 2024
24	Friday, November 29, 2024	Tuesday, November 19, 2024
25	Friday, December 13, 2024	Tuesday, December 3, 2024
26	Friday, December 27, 2024	Tuesday, December 17, 2024

**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**