

# An Important Payday Announcement

**YOUR PAY**   
 *new way*

As a family of businesses, we are stronger than ever. By adapting to new ways of working together as we grow, we assure our continued, shared success.

**Details-in-Brief:** Beginning in late 2023 and through early '24, one new way of working will affect us all: we will start being *paid every other week on Thursdays, 26 times per year*. With a unified, biweekly pay schedule, **we will know our pay is correct so we can spend more time building our business** and less time chasing answers to payroll questions.

- 1** Annual salaries and total wages will stay the same.
- 2** Our pay will remain accurate. Payroll, human resources and other professionals are managing this transition and will guide us through it.
- 3** We will be paid biweekly: every other Thursday, 26 times per year.
  - Salaried: less gross pay per paycheck, more paychecks per year (26 vs. 24 now).
  - Non-union hourly: more gross pay per paycheck, fewer paychecks per year (26 vs. 52 now).
- 4** By late February 2024, all non-union employees will be paid biweekly. Union employees will transition as contract negotiations and state requirements allow.

Adjusting may take time, **so start planning!** The enclosed flyer and your **Total Rewards & Benefits Portal** will get you started. More details will be coming your way later this summer.

Working together for 90+ years, we have paved the way for our success. With one less difference to divide us, we can only grow stronger. Contact HR Shared Services at [HRSS@thgrp.com](mailto:HRSS@thgrp.com) with questions — or connect with your local HR professional or manager any time.

- Oct 2022**  
Project underway.
- June 2023**  
Early notice; resources online.
- Aug–Sept 2023**  
Details and reminders shared.
- Nov 2023**  
Reminders sent to homes.
- Jan 2024**  
Salaried employees transition.
- Feb 2024**  
Non-union hourly employees transition.
- 2024**  
Union employees transition as possible.



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