

# 2006 - PAYROLL CALENDAR

|  |                      |
|--|----------------------|
|  | PREMIUM PAY HOLIDAYS |
|  | OBSERVED HOLIDAYS    |
|  | PAY DATES            |

|    | Period Start | Period End | Payday   |
|----|--------------|------------|----------|
| 1  | 12/25/05     | 01/07/06   | 01/13/06 |
| 2  | 01/08/06     | 01/21/06   | 01/27/06 |
| 3  | 01/22/06     | 02/04/06   | 02/10/06 |
| 4  | 02/05/06     | 02/18/06   | 02/24/06 |
| 5  | 02/19/06     | 03/04/06   | 03/10/06 |
| 6  | 03/05/06     | 03/18/06   | 03/24/06 |
| 7  | 03/19/06     | 04/01/06   | 04/07/06 |
| 8  | 04/02/06     | 04/15/06   | 04/21/06 |
| 9  | 04/16/06     | 04/29/06   | 05/05/06 |
| 10 | 04/30/06     | 05/13/06   | 05/19/06 |
| 11 | 05/14/06     | 05/27/06   | 06/02/06 |
| 12 | 05/28/06     | 06/10/06   | 06/16/06 |
| 13 | 06/11/06     | 06/24/06   | 06/30/06 |
| 14 | 06/25/06     | 07/08/06   | 07/14/06 |
| 15 | 07/09/06     | 07/22/06   | 07/28/06 |
| 16 | 07/23/06     | 08/05/06   | 08/11/06 |
| 17 | 08/06/06     | 08/19/06   | 08/25/06 |
| 18 | 08/20/06     | 09/02/06   | 09/08/06 |
| 19 | 09/03/06     | 09/16/06   | 09/22/06 |
| 20 | 09/17/06     | 09/30/06   | 10/06/06 |
| 21 | 10/01/06     | 10/14/06   | 10/20/06 |
| 22 | 10/15/06     | 10/28/06   | 11/03/06 |
| 23 | 10/29/06     | 11/11/06   | 11/17/06 |
| 24 | 11/12/06     | 11/25/06   | 12/01/06 |
| 25 | 11/26/06     | 12/09/06   | 12/15/06 |
| 26 | 12/10/06     | 12/23/06   | 12/29/06 |

FISCAL YR 2007 BEGINS

|                 |                  |
|-----------------|------------------|
| <b>Jan 1st</b>  | New Year's Day   |
| <b>Feb 20th</b> | President's Day  |
| <b>May 29th</b> | Memorial Day     |
| <b>Jul 4th</b>  | Independence Day |
| <b>Sep 4th</b>  | Labor Day        |
| <b>Nov 23rd</b> | Thanksgiving Day |
| <b>Dec 25th</b> | Christmas Day    |

Scripps Premium Pay Holidays  
(Eligible Employees)

Actual Holidays that fall on Saturday are observed on **Friday**. Holidays that fall on Sunday are observed on **Monday**. Premium is paid on the actual Holiday (see above).



| JANUARY |     |     |                  |      |     |     |  |  |
|---------|-----|-----|------------------|------|-----|-----|--|--|
| SUN     | MON | TUE | WED              | THUR | FRI | SAT |  |  |
| 1       | 2   | 3   | 4                | 5    | 6   | 7   |  |  |
| 8       | 9   | 10  | 11               | 12   | 13  | 14  |  |  |
| 15      | 16  | 17  | 18               | 19   | 20  | 21  |  |  |
| 22      | 23  | 24  | 25               | 26   | 27  | 28  |  |  |
| 29      | 30  | 31  | "New Year's Day" |      |     |     |  |  |

| FEBRUARY          |     |     |     |      |     |     |  |  |
|-------------------|-----|-----|-----|------|-----|-----|--|--|
| SUN               | MON | TUE | WED | THUR | FRI | SAT |  |  |
| "Presidents' Day" |     |     | 1   | 2    | 3   | 4   |  |  |
| 5                 | 6   | 7   | 8   | 9    | 10  | 11  |  |  |
| 12                | 13  | 14  | 15  | 16   | 17  | 18  |  |  |
| 19                | 20  | 21  | 22  | 23   | 24  | 25  |  |  |
| 26                | 27  | 28  |     |      |     |     |  |  |

| MARCH |     |     |     |      |     |     |  |
|-------|-----|-----|-----|------|-----|-----|--|
| SUN   | MON | TUE | WED | THUR | FRI | SAT |  |
|       |     |     | 1   | 2    | 3   | 4   |  |
| 5     | 6   | 7   | 8   | 9    | 10  | 11  |  |
| 12    | 13  | 14  | 15  | 16   | 17  | 18  |  |
| 19    | 20  | 21  | 22  | 23   | 24  | 25  |  |
| 26    | 27  | 28  | 29  | 30   | 31  |     |  |

| APRIL             |     |     |     |      |     |     |  |  |
|-------------------|-----|-----|-----|------|-----|-----|--|--|
| SUN               | MON | TUE | WED | THUR | FRI | SAT |  |  |
| "Daylight Saving" |     |     |     |      |     | 1   |  |  |
| 2                 | 3   | 4   | 5   | 6    | 7   | 8   |  |  |
| 9                 | 10  | 11  | 12  | 13   | 14  | 15  |  |  |
| 16                | 17  | 18  | 19  | 20   | 21  | 22  |  |  |
| 23                | 24  | 25  | 26  | 27   | 28  | 29  |  |  |
| 30                |     |     |     |      |     |     |  |  |

| MAY |     |     |     |                |     |     |  |  |
|-----|-----|-----|-----|----------------|-----|-----|--|--|
| SUN | MON | TUE | WED | THUR           | FRI | SAT |  |  |
|     | 1   | 2   | 3   | 4              | 5   | 6   |  |  |
| 7   | 8   | 9   | 10  | 11             | 12  | 13  |  |  |
| 14  | 15  | 16  | 17  | 18             | 19  | 20  |  |  |
| 21  | 22  | 23  | 24  | 25             | 26  | 27  |  |  |
| 28  | 29  | 30  | 31  | "Memorial Day" |     |     |  |  |

| JUNE           |     |     |     |      |     |     |   |
|----------------|-----|-----|-----|------|-----|-----|---|
| SUN            | MON | TUE | WED | THUR | FRI | SAT |   |
| "Father's Day" |     |     |     |      | 1   | 2   | 3 |
| 4              | 5   | 6   | 7   | 8    | 9   | 10  |   |
| 11             | 12  | 13  | 14  | 15   | 16  | 17  |   |
| 18             | 19  | 20  | 21  | 22   | 23  | 24  |   |
| 25             | 26  | 27  | 28  | 29   | 30  |     |   |

| JULY       |     |     |     |      |     |     |  |  |
|------------|-----|-----|-----|------|-----|-----|--|--|
| SUN        | MON | TUE | WED | THUR | FRI | SAT |  |  |
| "July 4th" |     |     |     |      |     | 1   |  |  |
| 2          | 3   | 4   | 5   | 6    | 7   | 8   |  |  |
| 9          | 10  | 11  | 12  | 13   | 14  | 15  |  |  |
| 16         | 17  | 18  | 19  | 20   | 21  | 22  |  |  |
| 23         | 24  | 25  | 26  | 27   | 28  | 29  |  |  |
| 30         | 31  |     |     |      |     |     |  |  |

| AUGUST |     |     |     |      |     |     |  |  |
|--------|-----|-----|-----|------|-----|-----|--|--|
| SUN    | MON | TUE | WED | THUR | FRI | SAT |  |  |
|        |     | 1   | 2   | 3    | 4   | 5   |  |  |
| 6      | 7   | 8   | 9   | 10   | 11  | 12  |  |  |
| 13     | 14  | 15  | 16  | 17   | 18  | 19  |  |  |
| 20     | 21  | 22  | 23  | 24   | 25  | 26  |  |  |
| 27     | 28  | 29  | 30  | 31   |     |     |  |  |

| SEPTEMBER   |     |     |     |      |     |     |  |
|-------------|-----|-----|-----|------|-----|-----|--|
| SUN         | MON | TUE | WED | THUR | FRI | SAT |  |
| "Labor Day" |     |     |     |      | 1   | 2   |  |
| 3           | 4   | 5   | 6   | 7    | 8   | 9   |  |
| 10          | 11  | 12  | 13  | 14   | 15  | 16  |  |
| 17          | 18  | 19  | 20  | 21   | 22  | 23  |  |
| 24          | 25  | 26  | 27  | 28   | 29  | 30  |  |

| OCTOBER |     |     |             |      |     |     |  |  |
|---------|-----|-----|-------------|------|-----|-----|--|--|
| SUN     | MON | TUE | WED         | THUR | FRI | SAT |  |  |
| 1       | 2   | 3   | 4           | 5    | 6   | 7   |  |  |
| 8       | 9   | 10  | 11          | 12   | 13  | 14  |  |  |
| 15      | 16  | 17  | 18          | 19   | 20  | 21  |  |  |
| 22      | 23  | 24  | 25          | 26   | 27  | 28  |  |  |
| 29      | 30  | 31  | "Halloween" |      |     |     |  |  |

| NOVEMBER         |     |     |     |      |     |     |  |  |
|------------------|-----|-----|-----|------|-----|-----|--|--|
| SUN              | MON | TUE | WED | THUR | FRI | SAT |  |  |
| "Thksgiving Day" |     |     | 1   | 2    | 3   | 4   |  |  |
| 5                | 6   | 7   | 8   | 9    | 10  | 11  |  |  |
| 12               | 13  | 14  | 15  | 16   | 17  | 18  |  |  |
| 19               | 20  | 21  | 22  | 23   | 24  | 25  |  |  |
| 26               | 27  | 28  | 29  | 30   |     |     |  |  |

| DECEMBER        |     |     |     |      |     |     |  |  |
|-----------------|-----|-----|-----|------|-----|-----|--|--|
| SUN             | MON | TUE | WED | THUR | FRI | SAT |  |  |
| "Christmas Day" |     |     |     |      | 1   | 2   |  |  |
| 3               | 4   | 5   | 6   | 7    | 8   | 9   |  |  |
| 10              | 11  | 12  | 13  | 14   | 15  | 16  |  |  |
| 17              | 18  | 19  | 20  | 21   | 22  | 23  |  |  |
| 24              | 25  | 26  | 27  | 28   | 29  | 30  |  |  |
| 31              |     |     |     |      |     |     |  |  |