



2026 Annual Employee Giving Campaign
September 1 - September 30, 2025



2026 NCB GIVING CAMPAIGN VACATION ELIGIBILITY TABLE

| Salary Range | Minimum Contribution Earn ONE Vacation | One Day Per Pay Check Amount | Minimum Contribution Earn TWO Vacation | Two Day Per Pay Check Amount |
|-----------------|---|------------------------------------|---|------------------------------------|
| | | | | |
| | ANNUAL CONTRIBUTION | PER PAY PERIOD | ANNUAL CONTRIBUTION | PER PAY PERIOD |
| Under \$25,000 | \$144 | \$ 6.00 | \$216 | \$9.00 |
| \$25,000 up to | \$216 | \$ 9.00 | \$288 | \$12.00 |
| \$35,000 up to | \$288 | \$12.00 | \$360 | \$15.00 |
| \$50,000 up to | \$360 | \$15.00 | \$432 | \$18.00 |
| \$75,000 up to | \$432 | \$18.00 | \$504 | \$21.00 |
| \$100,000 up to | \$504 | \$21.00 | \$792 | \$33.00 |
| Over \$125,000 | \$696 | \$29.00 | \$1,008 | \$42.00 |

To qualify for vacation eligibility, employees must donate the minimum amount pertaining to the salary range within the provided table. Qualified contributions will provide eligibility of one (1) day vacation up to a maximum of two (2) days of vacation giving leave.

The vacation days are applied to employees leave balances in the following campaign year once the donation is received in full. As a result, the earned vacation leave will be applied in January 2027. It is after employees have paid in full via payroll deductions that it will be applied in the next year. Payroll deductions are applied semi-monthly within the scheduled 24 pay remittances.

For those who pledge a one-time payroll deduction or check payment in full will receive earned vacation leave in the first quarter of 2026.