

Employee's Withholding Certificate

OMB No. 1545-0074

a Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay.

a Give Form W-4 to your employer.

a Your withholding is subject to review by the IRS.

2026

| | | | |
|---|--|-----------|----------------------------|
| Step 1: Enter Personal Information | (a) First name and middle initial | Last name | (b) Social security number |
| | Address | | |
| | City or town, state, and ZIP code | | |
| | (c) Single or Married filing separately Married filing jointly (or Qualifying widow(er)) Head of household (Check only if you're unmarried and pay more than half the costs of keeping up a home for yourself and a qualifying individual.) | | |

Step 2:**Standard withholding amounts:**

Normal withholding tables may not adequately compute taxes based on the supplemental nature of the payments from the Vacation and Holiday Plan. As such, we are providing Federal withholding at the following optional percentage rates. Your selected rate below should be your estimated 2026 effective tax rate but no less than your 2025 effective tax rate. Please circle your withholding rate below.

SINGLE 10% 12% 22% 24%

MARRIED 10% 12% 22% 24%

CHILD CREDIT REDUCTION (Reduces your rate selected above – circle if applicable) -2%

**Step 3:
Sign
Here**

Under penalties of perjury, I declare that this certificate, to the best of my knowledge and belief, is true, correct, and complete and the above rate selection will provide adequate withholding to cover the tax due on the amounts paid by the Employer.

Employee's signature (This form is not valid unless you sign it.)**Date**

Cat. No. 10220Q

Form **W-4** (2026)