### 2015 Rwanda Pay Calendar

**US 2015 Holidays:**
- Thursday, January 1 – New Year’s Day
- Monday, May 25 – Memorial Day
- Friday, July 3 - US Observed Holiday
- Saturday, July 4 – Independence Day
- Monday, September 7 – Labor Day
- Thursday, November 26 – Thanksgiving Day
- Friday, December 25 – Christmas Day

**CMU Holiday:**
- Friday, November 27 - day after Thanksgiving
- Thursday, December 24 - Christmas Eve day
- Thursday, December 31 - New Years Eve day

**Rwanda 2015 Holidays:**
- Friday, January 1 – New Year’s Day
- Sunday, February 1 - National Heroes Day
- Friday, April 7 - Good Friday
- Tuesday, April 7 - Genocide Memorial Day
- Friday, May 1 - Labor Day
- Wednesday, July 1 - Independence Day
- Saturday, July 4 - National Liberation Day
- Saturday, August 15 - Assumption Day
- Thursday, October 1 - Patriotism Day
- Friday, December 25 – Christmas Day
- Saturday, December 26 – Boxing Day

**CMU to provide PKF with the monthly changes to payroll**
- PKF to prepare monthly payroll schedules and funding request, and forward to CMU by close of business
- **CMU to review payroll output and send approval to PKF**
- **CMU to transfer funds based on funding request provided by PKF**
- PKF office will facilitate employee net pay via Ecobank ACH process and provide payslips to employees via email

<table>
<thead>
<tr>
<th>Pay Day</th>
<th>Weekends</th>
<th>Rwanda Public Holiday</th>
<th>US Holiday</th>
<th>CMU Holiday</th>
<th>US/Rwanda Shared Holiday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay Day</td>
<td>Weekends</td>
<td>Rwanda Public Holiday</td>
<td>US Holiday</td>
<td>CMU Holiday</td>
<td>US/Rwanda Shared Holiday</td>
</tr>
<tr>
<td>Pay Day</td>
<td>Weekends</td>
<td>Rwanda Public Holiday</td>
<td>US Holiday</td>
<td>CMU Holiday</td>
<td>US/Rwanda Shared Holiday</td>
</tr>
<tr>
<td>Pay Day</td>
<td>Weekends</td>
<td>Rwanda Public Holiday</td>
<td>US Holiday</td>
<td>CMU Holiday</td>
<td>US/Rwanda Shared Holiday</td>
</tr>
</tbody>
</table>