

## 2026 SPEEA Retention Index Review

Effective Date May 11, 2026

11/12/25 – 12/10/25

01/13/26 – 01/15/26

01/16/26 – 02/20/26

Skill Teams identify Skill Captains

Skill Captain/HRG Stage 1 Training on Pre-exercise actions and updates to Retention exercise

Skill Captains & Managers validate skill populations, employee classifications, and assign competencies in REMAT (**NOTE – ALL employee movement and reclasses must be completed and reflected in Workday by 1/30/26 due to ACR Freeze Dates**)

02/10/26 – 02/12/26

02/20/26 - EOD

03/02/26

03/02/26 – 03/13/26

Skill Captain/HRG Stage 2 Training on active Retention exercise

REMAT locked to Captains - All competency assignments, Performance Management and employee re-classes/movement must be complete

Exercise START - All Assessment notifications sent to managers via Worklife

Managers complete assessments (**Guideline only. REMAT doesn't lock**)

03/02/26 – 04/03/26

Skill Teams conduct retention meetings, assign ratings, and complete final inputs and comments in REMAT

04/06/26 – 04/10/26

04/13/26 – 04/24/26

04/14/26 – 04/16/26

Workforce and HR Reviews

GEDI and Legal Reviews

Skill Captain/HRG Stage 3 Training on Retention Notice Delivery

04/27/26

04/27/26 – 05/08/26

05/11/2026

Post Exercise

Retention notices distributed to managers via Worklife

Retention decisions communicated to employees

Retention Effective Date

Skill Captains communicate 2026 competencies across skills