



2023 NBCUniversal HOLIDAY SCHEDULE

<u>DATE</u>	<u>DAY</u>	<u>HOLIDAY</u>	<u>PAY BACK</u>
January 1	Sunday	New Year's Day	Yes
January 2	Monday	New Year's Day* (observed)	No
January 16	Monday	Martin Luther King Jr. Day	No
February 20	Monday	Presidents' Day	Yes
May 29	Monday	Memorial Day	Yes
June 19*	Monday	Juneteenth*	No
July 3	Monday	Independence Day* (observed)	No
July 4	Tuesday	Independence Day	No
September 4	Monday	Labor Day	No
November 23	Thursday	Thanksgiving Day	Yes
November 24	Friday	Friday After Thanksgiving	No
December 25	Monday	Christmas Day	Yes

* **Additional Holiday designated by the Company pursuant to Article XVIII, Section 18.9 of the Master Agreement.**

