



2025 NBCUniversal HOLIDAY SCHEDULE

<u>DATE</u>	<u>DAY</u>	<u>HOLIDAY</u>	<u>PAY BACK</u>
January 1	Wednesday	New Year's Day	Yes
January 20	Monday	Martin Luther King Jr. Day	No
February 17	Monday	Presidents' Day	Yes
May 26	Monday	Memorial Day	Yes
June 19*	Thursday	Juneteenth*	No
July 4	Friday	Independence Day	No
September 1	Monday	Labor Day	No
November 27	Thursday	Thanksgiving Day	Yes
November 28	Friday	Friday After Thanksgiving	No
December 24*	Wednesday	Christmas Eve*	No
December 25	Thursday	Christmas Day	Yes
December 31*	Wednesday	New Year's Eve*	No

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

