



2025 Firm Holiday Schedule

United States Holidays	Date Observed / Firm Closed
New Year's Day	Wednesday, January 1, 2025
Martin Luther King Day	Monday, January 20, 2025
Memorial Day	Monday, May 26, 2025
Independence Day	Friday, July 4, 2025
Labor Day	Monday, September 1, 2025
Thanksgiving Day	Thursday, November 27, 2025
Day After Thanksgiving	Friday, November 28, 2025
Christmas Eve Day	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025

United Kingdom Holidays	Date Observed / Firm Closed
New Year's Day	Wednesday, January 1, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Early May Bank Holiday	Monday, May 5, 2025
Spring Bank Holiday	Monday, May 26, 2025
Summer Bank Holiday	Monday, August 25, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025

Canadian Holidays	Date Observed / Firm Closed
New Year's Day	Wednesday, January 1, 2025
Family Day	Monday, February 17, 2025
Good Friday	Friday, April 18, 2025
Victoria Day	Monday, May 19, 2025
Canada Day	Tuesday, July 1, 2025
Labour Day	Monday, September 1, 2025
Thanksgiving Day	Monday, October 13, 2025
Remembrance Day	Tuesday, November 11, 2025
Christmas Eve Day	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025

Australian Holidays	Date Observed / Firm Closed
New Year Holiday	Wednesday, January 1, 2025
Australia Day	Monday, January 27, 2025
Labour Day (VIC Only)	Monday, March 10, 2025
Good Friday	Friday, April 18, 2025
Easter Monday	Monday, April 21, 2025
Anzac Day	Friday, April 25, 2025
King's Birthday	Monday, June 9, 2025
AFL Grand Final Day (VIC Only)	TBA
Labour Day (NSW Only)	Monday, October 6, 2025
Melbourne Cup Day (VIC Only)	Tuesday, November 4, 2025
Christmas Day	Thursday, December 25, 2025
Boxing Day	Friday, December 26, 2025

2026 Firm Holiday Schedule

United States Holidays	Date Observed / Firm Closed
New Year's Day	Thursday, January 1, 2026
Martin Luther King Day	Monday, January 19, 2026
Memorial Day	Monday, May 25, 2026
Independence Day	Friday, July 3, 2026
Labor Day	Monday, September 7, 2026
Thanksgiving Day	Thursday, November 26, 2026
Day After Thanksgiving	Friday, November 27, 2026
Christmas Eve Day	Thursday, December 24, 2026
Christmas Day	Friday, December 25, 2026

United Kingdom Holidays	Date Observed / Firm Closed
New Year's Day	Thursday, January 1, 2026
Good Friday	Friday, April 3, 2026
Easter Monday	Monday, April 6, 2026
Early May Bank Holiday	Monday, May 4, 2026
Spring Bank Holiday	Monday, May 25, 2026
Summer Bank Holiday	Monday, August 31, 2026
Christmas Day	Friday, December 25, 2026
Boxing Day	Monday, December 28, 2026

Canadian Holidays	Date Observed / Firm Closed
New Year's Day	Thursday, January 1, 2026
Family Day	Monday, February 16, 2026
Good Friday	Friday, April 3, 2026
Victoria Day	Monday, May 18, 2026
Canada Day	Wednesday, July 1, 2026
Labour Day	Monday, September 7, 2026
Thanksgiving Day	Monday, October 12, 2026
Remembrance Day	Wednesday, November 11, 2026
Christmas Eve Day	Thursday, December 24, 2026
Christmas Day	Friday, December 25, 2026

Australian Holidays	Date Observed / Firm Closed
New Year Holiday	Thursssday, January 1, 2026
Australia Day	Monday, January 26, 2026
Labour Day (VIC Only)	Monday, March 9, 2026
Good Friday	Friday, April 3, 2026
Easter Monday	Monday, April 6, 2026
Anzac Day	Monday, April 27, 2026
King's Birthday	Monday, June 8, 2026
AFL Grand Final Day (VIC Only)	TBA
Labour Day (NSW Only)	Monday, October 5, 2026
Melbourne Cup Day (VIC Only)	Tuesday, November 3, 2026
Christmas Day	Friday, December 25, 2026
Boxing Day	Monday, December 28, 2026

- When holidays fall or are celebrated on a regular workday, all salaried exempt and salaried non-exempt employees who otherwise would have been scheduled to work that day will receive one day's pay at their regular straight-time rate. Non-exempt hourly employees who are called in to work on a holiday will receive pay for all hours worked.
- Paid holidays off are not counted as hours worked for purposes of calculating overtime.
- In order to be inclusive and provide flexibility for employees to observe holidays that are meaningful to them, whatever their traditions, EAB also offers floating holidays. Floating holidays are detailed in the chart below and must be used during the calendar year (January 1 through December 31) in which they are granted. Employees must inform their manager at least one week (7 calendar days) in advance of their intent to use a floating holiday and are responsible for accurately tracking their floating holiday time off directly in Workday. Floating holidays can only be taken in full-day increments.
- Floating holidays are not eligible for rollover or payout if not used within the period and are not accrued in the same manner as PTO, vacation or sick time unless otherwise required under state law.

In Seat or Hired 1/1 – 6/30 of Current Year*			
Location	Fixed Holidays	Floating Holidays	Total
United States	9	2	11
Canada	10	1	11
United Kingdom	8	3	11
Australia (NSW)	9	2	11
Australia (Victoria)	11	0	11

** Note: Team members hired 7/1 or later are granted floating holidays as follows: United States-1, Canada-0, United Kingdom-1, Australia (NSW)-1*