

OMNICOM
PAID HOLIDAY
SCHEDULE

UPDATED DEC. 2025

CONFIDENTIAL –
NOT FOR EXTERNAL
DISTRIBUTION

The following is a listing of holidays typically observed by the Company in 2026. However, the specific holidays observed may be changed at any time in the Company's sole discretion. An announcement will be made in December of each year regarding the holiday schedule for the following year and the specific date(s) observed for each holiday.

2026 PAID HOLIDAY SCHEDULE

JANUARY	Thursday 1st	New Year's Day
	Friday 2nd	
	Monday 19th	Martin Luther King Day
FEBRUARY	Monday 16th	President's Day
MARCH		
APRIL		
MAY	Friday 22nd	
	Monday 25th	Memorial Day
JUNE	Friday 19th	Juneteenth
JULY	Friday 3rd	Independence Day
AUGUST		
SEPTEMBER	Friday 4th	
	Monday 7th	Labor Day
OCTOBER		
NOVEMBER	Wednesday 25th	Half day
	Thursday 26th	Thanksgiving
	Friday 27th	
DECEMBER	Thursday 24th	
	Friday 25th	Christmas Day

All regular full-time employees and exempt employees are eligible for paid holidays. A regular part-time non-exempt employee who works at least twenty (20) hours per week will be paid for holidays under the same terms. However, the holiday must fall on a day on which you would normally have worked in your shortened workweek.



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Holidays are not cumulative and may only be used as they occur. To be eligible for holiday pay, an employee must work a full day the last day before and first day after the holiday, unless you have an approved day off (e.g., vacation day)*. You are not eligible to receive holiday pay when you are on a leave of absence.

Additionally, the Company may announce, at its sole discretion, further discretionary closings (including early closings) in addition to the listed holidays above. Such discretionary closings only apply to the specific dates provided and do not necessarily mean similar dates will be granted in the future.

The Company may, from time to time, close early (ex: half day, 2 PM closing, etc.) prior to a holiday or holiday weekend. Employees wishing to take the entire day off must utilize vacation time.

*Clarification added as of December 3, 2025