

2025 Holidays

The company recognizes nine national holidays a year:

- New Year's Day – January 1
- Martin Luther King Day – January 20
- Presidents Day – February 17
- Memorial Day – May 26
- Juneteenth – June 19
- Independence Day – July 4
- Labor Day – September 1
- Thanksgiving – November 27
- Christmas – December 25

* Home office and other Monday through Friday, 5 days per week operations.

Eligibility for Hourly Home Office and Distribution Center Associates

If you are a full-time hourly Associate (including full-time interns and seasonal Associates), you will receive standard hours work for the day for each holiday. For example, if an Associate is scheduled to work 10 or 12 hours, the Associate would receive this number of hours of holiday pay.

If you are a part-time Associate (including part-time interns and seasonal Associates) and work in the home office, or distribution center, you will receive half of the holiday pay.

Unless the holiday falls within their pre-scheduled PTO, hourly home office, or distribution center Associates must work on the scheduled day before the holiday and on the first day scheduled after the holiday to be eligible for holiday pay. This does not apply to circumstances when you are absent with the prior approval of your manager.

If you are on leave of absence during one of the observed holidays you are not eligible for holiday pay.

Eligibility for Store Associates

Eligibility for store Associates depends on a variety of factors, including your position, state and full-time/part-time status. Ask your manager or HR partner for specific details regarding your eligibility.

If you are an eligible Associate (full-time and part-time), you will be paid for the holiday if you are an active associate and worked at least one (1) day in the last seven (7) days prior to the holiday.

Working on a Holiday (applicable to HO, Store and DC Associates)

If you are an hourly Associate (full-time and part-time) and work on the holiday, you will be paid for the holiday.

If you are a full-time salaried Associate and work the holiday, you will be paid your regular salary. You should work with your manager to determine how to use floating holiday time later.

Religious Holidays

If you'd like to observe a religious holiday that is not on the paid holiday list, your time away from work will be counted as PTO.

State-Specific Holidays

Associates in certain states are eligible for additional holiday pay required by state law. Ask your manager or HR partner for specific requirements that may apply in your location.