

# 2025 Holiday Schedule

SageSure understands the importance of holidays as a time of reflection, celebrations with loved ones, and a time to reconnect. We want all our employees to have time for what matters most to them. In addition to your PTO, these are the holidays SageSure is observing in the upcoming year:

## HOLIDAY CALENDAR

DATE	HOLIDAY
Monday, January 1	New Year's Day
Monday, January 20	Martin Luther King Jr. Day*
Monday, February 17	Presidents' Day*
Monday, May 26	Memorial Day
Friday, July 4	Independence Day
Monday, September 1	Labor Day
Thursday, November 27	Thanksgiving Day
Friday, November 28	Day after Thanksgiving
Thursday, December 25	Christmas Day
Floating Holiday 1 (available 1/1/25, expires 12/31/25)**	Employee-Designated
Floating Holiday 2 (available 1/1/25, expires 12/31/25)**	Employee-Designated

\*Consistent with business needs, most of our Claims, Policy Services, and Underwriting teams will be required to work their full schedule during MLK and President's Day to ensure we have coverage for our customers.

\*\*You must be actively employed and not have provided notice of resignation to receive Floating holiday pay. Floating holidays must be used during their respective effective dates or otherwise are forfeited (use it or lose it).

## EARLY CLOSURE SCHEDULE

Early closure typically begins at 2 PM based on your specific time zone. With respect to the early closure schedule below, we must ensure that the company has the appropriate coverage required to meet business needs. You should confirm all early departures with your manager. Claims, Policy Services, and Underwriting may work their full schedule to meet our customer needs. Employees requesting PTO for an early closure day should request 8 hours of PTO.

DATE	HOLIDAY
Friday, May 23	Memorial Day
Thursday, July 3	Independence Day
Friday, August 29	Labor Day
Wednesday, November 26	Thanksgiving
Wednesday, December 24	Christmas
Wednesday, December 31	New Year's Day

