



Holiday Guidelines

Effective January 1, 2023

OBJECTIVE

The purpose of the holiday guidelines is to establish a schedule of holidays for which the company acknowledges.

ELIGIBILITY

Both hourly and salary full-time team members are eligible to participate in the company holiday schedule on their designated holidays following the completion of 60 days of employment.

HOLIDAY SCHEDULE

The Company reserves the right to modify its holiday schedule. To the extent that an applicable state law requires holiday pay, the Company will comply with any such applicable law.

Hourly			
* Hourly Office Support Team Members follow the Salaried Holiday Schedule			
Holiday Recognized	Day of the Week	Observation Date	Mammoth Action
New Years Day	Sunday	1.1.23	TIME-AND-A-HALF (DELAYED OPENING - 10AM)
Easter	Sunday	4.9.23	TIME-AND-A-HALF (DELAYED OPENING - 10AM)
Memorial Day	Monday	5.29.23	TIME-AND-A-HALF (REGULAR HOURS)
Independence Day	Tuesday	7.4.23	TIME-AND-A-HALF (EARLY CLOSING - 7PM)
Labor Day	Monday	9.4.23	TIME-AND-A-HALF (REGULAR HOURS)
Thanksgiving	Thursday	11.23.23	NO PAY (CLOSED)
Black Friday	Friday	11.24.23	NORMAL DAY
Christmas Eve	Sunday	12.24.23	REGULAR PAY (NORMAL HOURS UNLESS OTHERWISE POSTED)
Christmas Day	Monday	12.25.23	NO PAY (CLOSED)

Hourly team members who work on the below Holidays are paid Holiday Pay. Holiday Pay is calculated at 1.5x a team member's regular rate. Holiday pay is separate from all other pay during a payroll cycle and is not included in the calculation of hours worked in a workweek.

Salaried

* Hourly Office Support Team Members follow the Salaried Holiday Schedule

Holiday	Day of the Week	Observation Date	Mammoth Action
New Years Day	Sunday	1.2.23 (Monday)	PAID - DAY OFF
Easter	Sunday	NA	NORMAL DAY
Memorial Day	Monday	5.29.23	PAID - DAY OFF
Independence Day	Tuesday	7.4.23	PAID - DAY OFF
Labor Day	Monday	9.4.23	PAID - DAY OFF
Thanksgiving	Thursday	11.23.23	PAID - DAY OFF
Black Friday	Friday	NA	NORMAL DAY
Christmas Eve	Sunday	NA	NORMAL DAY
Christmas Day	Monday	12.25.23	PAID - DAY OFF

If a salaried team member works on one of these holidays, an alternate day should be taken within that same pay period in lieu of the holiday.

Hourly Office Support Team Members are defined as hourly team members from the following departments: CSC, TRT, Marketing, Accounting, Payroll, Human Resources and Administration.