



PAID HOLIDAY SCHEDULE 2025

Team members who are scheduled to work more than 20 hours per week may be eligible for the following paid holidays.

2025 GORMAN HOLIDAYS OBSERVED (CORPORATE & PROPERTY)

* The Hotels observe the holidays on the actual day of the holiday. *

HOLIDAY	DAY OBSERVED
New Year's Day	1/1/2025
MLK Jr Day	1/20/2025
Good Friday (1/2-day) (Corporate & Property Only)	4/18/2025
Easter (Hotels Only)	4/20/2025
Memorial Day	5/26/2025
Juneteenth	6/19/2025
Independence Day	7/4/2025
Labor Day	9/1/2025
Thanksgiving Day	11/27/2025
Day after Thanksgiving (Corporate & Property Only)	11/28/2025
Christmas Eve Day (1/2-day)	12/24/2025
Christmas Day	12/25/2025
New Year's Eve Day (1/2-day)	12/31/2025

Floating Holiday: Team members who are scheduled to work more than 20 hours per week are also eligible for a Floating Holiday which is available to you as of 1/1/2025 or as of date of hire. The Floating Holiday can be used on any day, and you would make the request in your time off section in Paycor.

Hotel Holiday Pay: Due to the nature of the hotel industry operating 365 days per year, paid holidays are handled differently for hotel team members at the Company. Hotel hourly team members will be paid at the rate of one and a half times their regular rate of pay for any hours worked on an eligible holiday. For the Christmas Eve and Christmas Day holidays, and the New Year's Eve and New Year's Day holidays, hourly hotel team members will be eligible for Hotel Holiday Pay when working between the hours of 3:00 p.m. on the eve of the holiday through 11:00 p.m. on the day of the holiday. Hotel salaried team members who are scheduled to work on an eligible holiday may take the holiday on a different day within the same pay period. The Company reserves the right to change paid holiday dates depending on how the holiday falls within the week of the calendar year.

Please refer to the Team Member Handbook for the complete Paid Holidays policy.