



Paid Holiday Policy

The Company designates certain days during the year as paid holidays for its employees. Full-time regular and seasonal employees enjoy seven (7) paid holidays:

- **New Year's Day:** Monday, January 2
- **Martin Luther King Jr. Day:** Monday, January 16
- **Memorial Day:** Monday, May 29
- **Independence Day:** Tuesday, July 4
- **Labor Day:** Monday, September 4
- **Thanksgiving Day:** Thursday, November 23
- **Christmas Day:** Monday, December 25

If a holiday falls on a weekend, the Company will observe that holiday on the closest workday. During presidential election years, the Company provides Election Day as an additional paid holiday. To best serve our fans, we often may be required to work on days near a holiday or sometimes on a holiday. Your supervisor will set your schedule in accordance with business needs.

IDEA Day

As part of our commitment to Inclusion, Diversity, Equality and Advocacy (IDEA), all full-time regular employees receive one (1) floating holiday per year in addition to the Company's regular paid holidays. Known as IDEA Day, this floating holiday is available to employees to celebrate and honor religious or culture holidays or celebrations when the Company remains open. Examples include holidays such as Good Friday, Diwali, Yom Kippur or Juneteenth.

IDEA Day is available at the beginning of each calendar year to all current employees and will be available to new employees upon hire unless hired in the fourth quarter. All requests to use IDEA Day must be scheduled and approved in advance by the employee's supervisor. IDEA Day must be used within a two-week window of the religious or cultural holiday or event, but employees are not required to specify the holiday or event in their request. Any unused IDEA Day will not be carried over to the next calendar year and will not be paid upon termination of employment.

Procedures

- Any employee who is absent without the Company's prior approval on the scheduled workday before or after a holiday is not eligible for holiday pay.
- Holiday pay will not be considered as time worked for the purpose of overtime calculations.
- Holiday pay is computed at the individual employee's base rate of pay. If a non-exempt hourly employee is scheduled to work on a Company holiday, he or she will be paid one and a half times the employee's regular rate of pay for the hours worked, plus holiday pay according to their scheduled shift hours.
- Holiday pay will not be paid to employees on any type of unpaid leave the day before or after the holiday, even if the unpaid leave was approved in advance. Employees on approved PTO during a Company-designated holiday will receive holiday pay only and will not be charged for PTO that day.
- For in-venue retail hourly employees, the date of observation for the above Holidays is the official date of the holiday.

As always, please work with your manager in advance of taking any time off and we will make every effort to accommodate your request.

For specific questions about holidays and scheduled work time, please consult with Human Resources.