



2024 Holiday Schedule United States

Regular full-time employees are eligible for holiday pay. Part-time employees working 20-39 hours per week will receive pro-rated holiday pay based on hours worked. Employees who work less than 20 hours per week are ineligible to receive holiday pay.

Parexel grants holiday time for the following days.

| Holiday | Date Observed |
|------------------------|------------------------|
| New Year's Day | Monday, January 1 |
| Martin Luther King Day | Monday, January 15 |
| Memorial Day | Monday, May 27 |
| Independence Day | Thursday, July 4 |
| Labor Day | Monday, September 2 |
| Thanksgiving Day | Thursday, November 28 |
| Day after Thanksgiving | Friday, November 29 |
| Christmas Day | Wednesday, December 25 |

Parexel will grant paid holiday time off to all eligible employees immediately upon assignment to an eligible employment classification. Holiday pay will be calculated on the employee's straight time pay rate or salary (as of the date of the holiday) times the number of hours the employee would otherwise have worked on that day (with a maximum of eight hours per day). Employees not normally scheduled to work on a fixed holiday, will not be paid for that day.

Intermittent and Temporary employees are not eligible.