

STARR

2026 Holiday Schedule – U.S.

The following holidays will be observed at all US locations in 2026:

New Year's Day	Thursday	January 1, 2026
Day After New Year's Day	Friday	January 2, 2026
Martin Luther King, Jr. Day	Monday	January 19, 2026
Presidents' Day	Monday	February 16, 2026
Memorial Day	Monday	May 25, 2026
Juneteenth	Friday	June 19, 2026
Independence Day (Observed)	Friday	July 3, 2026
Labor Day	Monday	September 7, 2026
Thanksgiving Day	Thursday	November 26, 2026
Day after Thanksgiving Day	Friday	November 27, 2026
Christmas Day	Friday	December 25, 2026

All employees hired prior to 2026 will be entitled to one (1) Floating Holiday to be used, with Management's approval, any time in 2026. The number of floating holidays is determined by the number of observed holidays during the year. Traditionally, the combination of both floating holidays and observed holidays totals 11 days.

All employees hired before April 30, 2026, are entitled to two (2) Discretionary Days to be used, with Management's approval, for holidays not included in the above schedule, religious observance or for any other personal reason. Employees hired after April 30, 2026, but before September 1, 2026, are entitled to one (1) Discretionary Day.

Please consult the Employee Handbook for specifics on how unused Floating Holidays and Discretionary Days are treated at the end of the year or upon termination of employment.

In addition, on the following days there will be a 1:00 p.m. early closing:

Wednesday, December 31, 2025
Friday, January 16, 2026
Friday, February 13, 2026
Friday, April 3, 2026 (in observance of Good Friday)
Friday, May 22, 2026
Thursday, June 18, 2026
Thursday, July 2, 2026
Friday, September 4, 2026
Wednesday, November 25, 2026
Thursday, December 24, 2026
Thursday, December 31, 2026