



## US Company Recognized Holidays Schedule

2025 Veolia Holidays	
<b>New Year's Day*</b>	January 1, 2025
<b>Martin Luther King Day</b>	January 20, 2025
<b>President's Day</b>	February 17, 2025
<b>Memorial Day</b>	May 26, 2025
<b>Juneteenth*</b>	June 19, 2025
<b>Independence Day*</b>	July 4, 2025
<b>Labor Day</b>	September 1, 2025
<b>Veterans Day*</b>	November 11, 2025
<b>Thanksgiving Day</b>	November 27, 2025
<b>Day after Thanksgiving</b>	November 28, 2025
<b>Christmas Day*</b>	December 25, 2025

\* To the extent that these holidays fall on a Saturday, the holiday will be observed on the previous Friday. If these holidays fall on a Sunday, the holiday will be observed on the following Monday.

FOR EMPLOYEES COVERED BY A COLLECTIVE BARGAINING AGREEMENT (UNION Represented Locations) - Union represented employees may have different Holidays. Please consult your CBA for Company Recognized Holidays