

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		AU NEW SOUTH WALES (SA)		AU VICTORIA (SA)		AU QLD - Ekka (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	27-Jan-25	Australia Day	27-Jan-25	Australia Day	27-Jan-25	Australia Day
18-Apr-25	Good Friday	18-Apr-25	Good Friday	10-Mar-25	Labour Day	18-Apr-25	Good Friday
21-Apr-25	Family Day	21-Apr-25	Easter Monday	18-Apr-25	Good Friday	21-Apr-25	Easter Monday
28-Apr-25	Freedom Day	25-Apr-25	Anzac Day	21-Apr-25	Easter Monday	25-Apr-25	Anzac Day
01-May-25	Worker's Day	01-May-25	200%	25-Apr-25	Anzac Day	05-May-25	Labour Day
16-Jun-25	Youth Day (Observed)	09-Jun-25	King's Birthday	09-Jun-25	King's Birthday	09-Aug-25	200%
09-Aug-25	National Women's Day	09-Aug-25	200%	09-Aug-25	200%	13-Aug-25	Ekka Wednesday
24-Sep-25	Heritage Day	06-Oct-25	Labour Day	TBA	AFL Grand Final Friday	24-Sep-25	200%
16-Dec-25	Day of Reconciliation	16-Dec-25	200%	04-Nov-25	Melbourne Cup Day *	06-Oct-25	King's Birthday
25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day
26-Dec-25	Day of Goodwill	26-Dec-25	Boxing Day	26-Dec-25	Boxing Day	26-Dec-25	Boxing Day

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		AU QLD - Gold Coast Show (SA)		AU Australian Capital Territory (SA)		AU Western Australia (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	27-Jan-25	Australia Day	27-Jan-25	Australia Day	27-Jan-25	Australia Day
18-Apr-25	Good Friday	18-Apr-25	Good Friday	10-Mar-25	Canberra Day	03-Mar-25	Labour Day
21-Apr-25	Family Day	21-Apr-25	Easter Monday	18-Apr-25	Good Friday	18-Apr-25	Good Friday
28-Apr-25	Freedom Day	25-Apr-25	Anzac Day	21-Apr-25	Easter Monday	21-Apr-25	Easter Monday
01-May-25	Worker's Day	05-May-25	Labour Day	25-Apr-25	Anzac Day	25-Apr-25	Anzac Day
16-Jun-25	Youth Day (Observed)	09-Aug-25	200%	02-Jun-25	Reconciliation Day	01-May-25	200%
09-Aug-25	National Women's Day	29-Aug-25	Gold Coast Show	09-Aug-25	200%	02-Jun-25	Western Australia Day
24-Sep-25	Heritage Day	24-Sep-25	200%	09-Jun-25	King's Birthday	09-Aug-25	200%
16-Dec-25	Day of Reconciliation	06-Oct-25	King's Birthday	06-Oct-25	Labour Day	29-Sep-25	King's Birthday
25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day
26-Dec-25	Day of Goodwill	26-Dec-25	Boxing Day	26-Dec-25	Boxing Day	26-Dec-25	Boxing Day

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		AU Southern Australia (SA)		AU Northern Territory (SA)		AU Tasmania (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	27-Jan-25	Australia Day	27-Jan-25	Australia Day	27-Jan-25	Australia Day
18-Apr-25	Good Friday	10-Mar-25	Adelaide Cup Day	18-Apr-25	Good Friday	10-Mar-25	Eight Hours Day (AKA Labour Day)
21-Apr-25	Family Day	18-Apr-25	Good Friday	21-Apr-25	Easter Monday	18-Apr-25	Good Friday
28-Apr-25	Freedom Day	21-Apr-25	Easter Monday	25-Apr-25	Anzac Day	21-Apr-25	Easter Monday
01-May-25	Worker's Day	25-Apr-25	Anzac Day	05-May-25	May Day	22-Apr-25	Easter Tuesday
16-Jun-25	Youth Day (Observed)	01-May-25	200%	09-Jun-25	King's Birthday	25-Apr-25	Anzac Day
09-Aug-25	National Women's Day	09-Jun-25	King's Birthday	04-Aug-25	Picnic Day	09-Jun-25	King's Birthday
24-Sep-25	Heritage Day	09-Aug-25	200%	09-Aug-25	200%	09-Aug-25	200%
16-Dec-25	Day of Reconciliation	06-Oct-25	Labour Day	24-Sep-25	200%	24-Sep-25	200%
25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day
26-Dec-25	Day of Goodwill	26-Dec-25	Proclamation Day	26-Dec-25	Boxing Day	26-Dec-25	Boxing Day

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		AU Northern Tasmania (SA)					
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day				
21-Mar-25	Human Rights Day	27-Jan-25	Australia Day				
18-Apr-25	Good Friday	26-Feb-25	Launceston Cup				
21-Apr-25	Family Day	10-Mar-25	Eight Hours Day (AKA Labour Day)				
28-Apr-25	Freedom Day	18-Apr-25	Good Friday				
01-May-25	Worker's Day	21-Apr-25	Easter Monday				
16-Jun-25	Youth Day (Observed)	25-Apr-25	ANZAC Day				
09-Aug-25	National Women's Day	09-Jun-25	King's Birthday				
24-Sep-25	Heritage Day	09-Aug-25	200%				
16-Dec-25	Day of Reconciliation	09-Oct-25	Royal Launceston Show				
25-Dec-25	Christmas Day	25-Dec-25	Christmas Day				
26-Dec-25	Day of Goodwill	26-Dec-25	Boxing Day				

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		CA Canada Federal (SA)		CA British Columbia (SA)		CA Quebec (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day (Observed)	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	18-Apr-25	Good Friday	17-Feb-25	Family Day	21-Mar-25	200%
18-Apr-25	Good Friday	21-Apr-25	Easter Monday	18-Apr-25	Good Friday	18-Apr-25	Good Friday
21-Apr-25	Family Day	19-May-25	Victoria Day	19-May-25	Victoria Day	21-Apr-25	Easter Monday
28-Apr-25	Freedom Day	01-Jul-25	Canada Day (Observed)	01-Jul-25	Canada Day	19-May-25	National Patriots' day
01-May-25	Worker's Day	04-Aug-25	Civic Holiday	04-Aug-25	B.C. Day	24-Jun-25	National Holiday of Quebec / Saint-Jean-Baptiste Day
16-Jun-25	Youth Day (Observed)	01-Sep-25	Labor Day	09-Aug-25	200%	01-Jul-25	Canada Day
09-Aug-25	National Women's Day	30-Sep-25	National Day for Truth and Reconciliation (Observed)	01-Sep-25	Labor Day	09-Aug-25	200%
24-Sep-25	Heritage Day	13-Oct-25	Thanksgiving Day	30-Sep-25	National Day for Truth and Reconciliation (Observed)	01-Sep-25	Labor Day
16-Dec-25	Day of Reconciliation	11-Nov-25	Remembrance Day	13-Oct-25	Thanksgiving Day	13-Oct-25	Thanksgiving Day
25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	11-Nov-25	Remembrance Day (Observed)	25-Dec-25	Christmas Day
26-Dec-25	Day of Goodwill	26-Dec-25	Boxing Day	25-Dec-25	Christmas Day	26-Dec-25	200%

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		CA Manitoba (SA)					
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day				
21-Mar-25	Human Rights Day	17-Feb-25	Louis Riel day				
18-Apr-25	Good Friday	18-Apr-25	Good Friday				
21-Apr-25	Family Day	19-May-25	Victoria Day				
28-Apr-25	Freedom Day	16-Jun-25	200%				
01-May-25	Worker's Day	01-Jul-25	Canada Day (Observed)				
16-Jun-25	Youth Day (Observed)	09-Aug-25	200%				
09-Aug-25	National Women's Day	01-Sep-25	Labor Day				
24-Sep-25	Heritage Day	30-Sep-25	Orange shirt Day				
16-Dec-25	Day of Reconciliation	13-Oct-25	Thanksgiving Day				
25-Dec-25	Christmas Day	25-Dec-25	Christmas Day				
26-Dec-25	Day of Goodwill	26-Dec-25	200%				

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		UK United Kingdom (SA)		UK Wirral (SA)			
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day		
21-Mar-25	Human Rights Day	21-Mar-25	200%	21-Mar-25	200%		
18-Apr-25	Good Friday	18-Apr-25	Good Friday	18-Apr-25	Good Friday		
21-Apr-25	Family Day	21-Apr-25	Easter Monday	21-Apr-25	Easter Monday		
28-Apr-25	Freedom Day	28-Apr-25	200%	28-Apr-25	200%		
01-May-25	Worker's Day	05-May-25	Early May bank holiday	05-May-25	Early May bank holiday		
16-Jun-25	Youth Day (Observed)	26-May-25	Spring bank holiday	26-May-25	Spring bank holiday		
09-Aug-25	National Women's Day	09-Aug-25	200%	09-Aug-25	200%		
24-Sep-25	Heritage Day	25-Aug-25	Summer bank holiday	25-Aug-25	Summer bank holiday		
16-Dec-25	Day of Reconciliation	24-Sep-25	200%	24-Sep-25	200%		
25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day		
26-Dec-25	Day of Goodwill	26-Dec-25	Boxing Day	26-Dec-25	Boxing Day		

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		NZ Marlborough (SA)					
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day				
21-Mar-25	Human Rights Day	02-Jan-25	Day after New Year's Day				
18-Apr-25	Good Friday	06-Feb-25	Waitangi Day				
21-Apr-25	Family Day	18-Apr-25	Good Friday				
28-Apr-25	Freedom Day	21-Apr-25	Easter Monday				
01-May-25	Worker's Day	25-Apr-25	Anzac Day				
16-Jun-25	Youth Day (Observed)	02-Jun-25	King's Birthday				
09-Aug-25	National Women's Day	20-Jun-25	Matariki				
24-Sep-25	Heritage Day	27-Oct-25	Labour Day				
16-Dec-25	Day of Reconciliation	03-Nov-25	Marlborough Anniversary				
25-Dec-25	Christmas Day	25-Dec-25	Christmas Day				
26-Dec-25	Day of Goodwill	26-Dec-25	Boxing Day				

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		US Federal (SA)		US Alabama (SA)		US California (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day (Observed)
21-Mar-25	Human Rights Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Martin Luther King, Jr. Day
18-Apr-25	Good Friday	17-Feb-25	Presidents' Day*	17-Feb-25	George Washington & Thomas Jefferson's Birthday	17-Feb-25	Presidents' Day
21-Apr-25	Family Day	26-May-25	Memorial Day	28-Apr-25	Confederate Memorial Day	31-Mar-25	César Chávez Day
28-Apr-25	Freedom Day	19-Jun-25	Juneteenth	26-May-25	National Memorial Day	26-May-25	Memorial Day
01-May-25	Worker's Day	04-Jul-25	Independence Day	02-Jun-25	Jefferson Davis' Birthday	19-Jun-25	Juneteenth National Independence Day
16-Jun-25	Youth Day (Observed)	09-Aug-25	200%	04-Jul-25	Fourth Day of July / Independence day	04-Jul-25	Independence Day
09-Aug-25	National Women's Day	01-Sep-25	Labor Day	01-Sep-25	Labor Day	01-Sep-25	Labor Day
24-Sep-25	Heritage Day	13-Oct-25	Columbus Day	13-Oct-25	Columbus Day & Fraternal Day & American Indian Heritage Day	11-Nov-25	Veteran's Day (Observed)
16-Dec-25	Day of Reconciliation	11-Nov-25	Veteran's Day (Observed)	11-Nov-25	Veteran's Day	27-Nov-25	Thanksgiving Day
25-Dec-25	Christmas Day	27-Nov-25	Thanksgiving Day	27-Nov-25	Thanksgiving Day	28-Nov-25	Day after Thanks Giving
26-Dec-25	Day of Goodwill	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day

SA Holiday		Client Holiday					
South Africa		US Colorado (SA)		US Florida (SA)		US Georgia (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	20-Jan-25	Martin Luther King, Jr's Day	20-Jan-25	Birthday of Dr. Martin Luther King, Jr.	20-Jan-25	Martin Luther King Day
18-Apr-25	Good Friday	17-Feb-25	Washington-Lincoln Day	18-Apr-25	200%	18-Apr-25	State Holiday
21-Apr-25	Family Day	26-May-25	Memorial Day	26-May-25	Memorial Day	26-May-25	Memorial Day
28-Apr-25	Freedom Day	19-Jun-25	Juneteenth National Independence Day	19-Jun-25	Juneteenth National Independence Day	19-Jun-25	Juneteenth
01-May-25	Worker's Day	04-Jul-25	Independence Day	04-Jul-25	Independence Day	04-Jul-25	Independence Day
16-Jun-25	Youth Day (Observed)	09-Aug-25	200%	09-Aug-25	200%	01-Sep-25	Labor Day
09-Aug-25	National Women's Day	01-Sep-25	Labor Day	01-Sep-25	Labor Day	13-Oct-25	Columbus Day
24-Sep-25	Heritage Day	13-Oct-25	Columbus Day	11-Nov-25	Veteran's Day	11-Nov-25	Veteran's Day
16-Dec-25	Day of Reconciliation	11-Nov-25	Veteran's Day	27-Nov-25	Thanksgiving Day	27-Nov-25	Thanksgiving Day
25-Dec-25	Christmas Day	27-Nov-25	Thanksgiving Day	28-Nov-25	Day after Thanksgiving	28-Nov-25	State Holiday
26-Dec-25	Day of Goodwill	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	26-Dec-25	Washington's Birthday
						25-Dec-25	Christmas Day

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		US Idaho (SA)		US Illinois (SA)		US Louisiana (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year’s Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	20-Jan-25	Martin Luther King Jr./Idaho Human Rights Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Inauguration Day / martin Luther King Jr's Birthday
18-Apr-25	Good Friday	17-Feb-25	Washington's Birthday	12-Feb-25	Lincoln's Birthday	04-Mar-25	Mardi Gras
21-Apr-25	Family Day	26-May-25	Memorial Day	17-Feb-25	Washington's Birthday(President’s Day)	18-Apr-25	Good Friday
28-Apr-25	Freedom Day	19-Jun-25	Juneteenth National Independence Day	26-May-25	Memorial Day	26-May-25	Memorial Day
01-May-25	Worker's Day	04-Jul-25	Independence Day	19-Jun-25	Juneteenth	19-Jun-25	Juneteenth National Independence Day
16-Jun-25	Youth Day (Observed)	09-Aug-25	200%	04-Jul-25	Independence Day	04-Jul-25	Independence Day
09-Aug-25	National Women’s Day	01-Sep-25	Labor Day	01-Sep-25	Labor Day	09-Aug-25	200%
24-Sep-25	Heritage Day	13-Oct-25	Columbus Day	13-Oct-25	Columbus Day	01-Sep-25	Labor Day
16-Dec-25	Day of Reconciliation	11-Nov-25	Veteran's Day	11-Nov-25	Veteran's Day	11-Nov-25	Veteran's Day
25-Dec-25	Christmas Day	27-Nov-25	Thanksgiving Day	27-Nov-25	Thanksgiving Day	27-Nov-25	Thanksgiving Day
26-Dec-25	Day of Goodwill	25-Dec-25	Christmas Day	28-Nov-25	Thanksgiving Holiday	25-Dec-25	Christmas Day
				25-Dec-25	Christmas Day		

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		US Massachusetts (SA)		US Maryland (SA)		US Minnesota (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Martin Luther King, Jr.'s Day	20-Jan-25	Martin Luther King Day
18-Apr-25	Good Friday	17-Feb-25	Washington's Birthday	17-Feb-25	Presidents' Day	17-Feb-25	Presidents' Day
21-Apr-25	Family Day	21-Apr-25	Patriots Day	26-May-25	Memorial Day	26-May-25	Memorial Day
28-Apr-25	Freedom Day	26-May-25	Memorial Day	19-Jun-25	Juneteenth	19-Jun-25	Juneteenth
01-May-25	Worker's Day	19-Jun-25	Juneteenth Independence Day	04-Jul-25	Independence Day	04-Jul-25	Independence Day
16-Jun-25	Youth Day (Observed)	04-Jul-25	Independence Day	01-Sep-25	Labor Day	09-Aug-25	200%
09-Aug-25	National Women's Day	01-Sep-25	Labor Day	13-Oct-25	Columbus Day	01-Sep-25	Labor Day
24-Sep-25	Heritage Day	13-Oct-25	Columbus Day	11-Nov-25	Veterans' Day	11-Nov-25	Veteran's Day (Observed)
16-Dec-25	Day of Reconciliation	11-Nov-25	Veterans' Day	27-Nov-25	Thanksgiving Day	27-Nov-25	Thanksgiving Day
25-Dec-25	Christmas Day	27-Nov-25	Thanksgiving Day	28-Nov-25	American Indian Heritage Day	28-Nov-25	Day After Thanksgiving
26-Dec-25	Day of Goodwill	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		US Missouri (SA)		US North Carolina (SA)		US New Jersey (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year’s Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Martin Luther King, Jr. Birthday	20-Jan-25	Martin Luther King Day
18-Apr-25	Good Friday	12-Feb-25	Lincoln Day	18-Apr-25	Good Friday	17-Feb-25	Presidents Day
21-Apr-25	Family Day	17-Feb-25	Washington's Birthday	26-May-25	Memorial Day	18-Apr-25	Good Friday
28-Apr-25	Freedom Day	08-May-25	Truman Day	19-Jun-25	Juneteenth	26-May-25	Memorial Day
01-May-25	Worker's Day	26-May-25	Memorial Day	04-Jul-25	Independence Day	20-Jun-25	Juneteenth
16-Jun-25	Youth Day (Observed)	19-Jun-25	Juneteenth National Independence Day	01-Sep-25	Labor Day	04-Jul-25	Independence Day
09-Aug-25	National Women’s Day	04-Jul-25	Independence Day	11-Nov-25	Veteran's Day	01-Sep-25	Labor Day
24-Sep-25	Heritage Day	01-Sep-25	Labor Day	27-Nov-25	Thanksgiving Day	13-Oct-25	Columbus Day
16-Dec-25	Day of Reconciliation	13-Oct-25	Columbus Day	28-Nov-25	Thanksgiving Day	04-Nov-25	Election day
25-Dec-25	Christmas Day	11-Nov-25	Veteran's Day (Observed)	24-Dec-25	Christmas Holiday /Christmas eve	11-Nov-25	Veteran's Day
26-Dec-25	Day of Goodwill	27-Nov-25	Thanksgiving Day	25-Dec-25	Christmas Holiday	27-Nov-25	Thanksgiving Day
		25-Dec-25	Christmas Day	26-Dec-25	Christmas Holiday / Boxing day	25-Dec-25	Christmas Day

SA Holiday		Client Holiday					
South Africa		US Nevada (SA)		US New York (SA)		US Ohio (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Martin Luther King Day
18-Apr-25	Good Friday	17-Feb-25	Washington's Birthday	12-Feb-25	Lincoln's Birthday	17-Feb-25	Presidents' Day
21-Apr-25	Family Day	26-May-25	Memorial Day	17-Feb-25	Washington's Birthday	26-May-25	Memorial Day
28-Apr-25	Freedom Day	19-Jun-25	Juneteenth	26-May-25	Memorial Day	19-Jun-25	Juneteenth National Independence Day
01-May-25	Worker's Day	04-Jul-25	Independence Day	19-Jun-25	Juneteenth National Independence Day	04-Jul-25	Independence Day
16-Jun-25	Youth Day (Observed)	01-Sep-25	Labor Day	04-Jul-25	Independence Day	09-Aug-25	200%
09-Aug-25	National Women's Day	31-Oct-25	Nevada Day	01-Sep-25	Labor Day	01-Sep-25	Labor Day
24-Sep-25	Heritage Day	11-Nov-25	Veteran's Day	13-Oct-25	Columbus Day	13-Oct-25	Columbus Day
16-Dec-25	Day of Reconciliation	27-Nov-25	Thanksgiving Day	04-Nov-25	Election day	11-Nov-25	Veteran's Day (Observed)
25-Dec-25	Christmas Day	28-Nov-25	Thanksgiving Day / Family Day	11-Nov-25	Veteran's Day (Observed)	27-Nov-25	Thanksgiving Day
26-Dec-25	Day of Goodwill	25-Dec-25	Christmas Day	27-Nov-25	Thanksgiving Day	25-Dec-25	Christmas Day
				25-Dec-25	Christmas Day		

SA HOLIDAY		CLIENT HOLIDAY					
SOUTH AFRICA		US Pennsylvania (SA)		US Rhode Island (SA)		US South Carolina (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day (Observed)
21-Mar-25	Human Rights Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Martin Luther King Day	20-Jan-25	Martin Luther King Day
18-Apr-25	Good Friday	17-Feb-25	Presidents' Day	26-May-25	Memorial Day	17-Feb-25	Presidents' Day*
21-Apr-25	Family Day	26-May-25	Memorial Day	19-Jun-25	Juneteenth	09-May-25	Confederate Memorial Day
28-Apr-25	Freedom Day	19-Jun-25	Juneteenth National Independence Day	04-Jul-25	Independence Day	26-May-25	National Memorial Day
01-May-25	Worker's Day	04-Jul-25	Independence Day	09-Aug-25	200%	04-Jul-25	Independence Day
16-Jun-25	Youth Day (Observed)	01-Sep-25	Labor Day	11-Aug-25	Victory Day	01-Sep-25	Labor Day
09-Aug-25	National Women's Day	13-Oct-25	Columbus Day	01-Sep-25	Labor Day	11-Nov-25	Veteran's Day
24-Sep-25	Heritage Day	11-Nov-25	Veteran's Day (Observed)	13-Oct-25	Columbus Day / Indigenous People's Day	27-Nov-25	Thanksgiving Day
16-Dec-25	Day of Reconciliation	27-Nov-25	Thanksgiving Day	11-Nov-25	Veteran's Day	28-Nov-25	Day after Thanksgiving
25-Dec-25	Christmas Day	28-Nov-25	Day after Thanksgiving	27-Nov-25	Thanksgiving Day	24-Dec-25	Christmas Eve
26-Dec-25	Day of Goodwill	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day
						26-Dec-25	The Day after Christmas

SA Holiday		Client Holiday					
South Africa		US Texas (SA)		US Vermont (SA)		US Washington (SA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-25	New Year's Day	01-Jan-25	New Year's Day	01-Jan-25	New Year's Day (Observed)	01-Jan-25	New Year's Day
21-Mar-25	Human Rights Day	19-Jan-25	Confederate Heroes' Day	20-Jan-25	Martin Luther King Jr. Day	20-Jan-25	Martin Luther King Day
18-Apr-25	Good Friday	20-Jan-25	Martin Luther King Day	17-Feb-25	Presidents' Day	17-Feb-25	Presidents' Day
21-Apr-25	Family Day	17-Feb-25	Presidents' Day	04-Mar-25	Town Meeting Day	26-May-25	Memorial Day
28-Apr-25	Freedom Day	02-Mar-25	Texas Independence Day	26-May-25	Memorial Day	19-Jun-25	Juneteenth
01-May-25	Worker's Day	21-Apr-25	San Jacinto Day	19-Jun-25	Juneteenth	04-Jul-25	Independence Day
16-Jun-25	Youth Day (Observed)	26-May-25	Memorial Day	04-Jul-25	Independence Day	09-Aug-25	200%
09-Aug-25	National Women's Day	19-Jun-25	Juneteenth National Independence Day /	15-Aug-25	Bennington Battle Day	01-Sep-25	Labor Day
24-Sep-25	Heritage Day	04-Jul-25	Independence Day	01-Sep-25	Labor Day	11-Nov-25	Veteran's Day
16-Dec-25	Day of Reconciliation	27-Aug-25	LBJ's Birthday	11-Nov-25	Veterans' Day	27-Nov-25	Thanksgiving Day
25-Dec-25	Christmas Day	01-Sep-25	Labor Day	27-Nov-25	Thanksgiving Day	28-Nov-25	Native American Heritage Day
26-Dec-25	Day of Goodwill	11-Nov-25	Veteran's Day	25-Dec-25	Christmas Day	25-Dec-25	Christmas Day
		27-Nov-25	Thanksgiving Day				
		25-Dec-25	Christmas Day				