

SA Holiday		CLIENT HOLIDAY					
South Africa		AU New South Wales (ZA)		AU Victoria (ZA)		AU Queensland - Ekka (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	26-Jan-26	Australia Day	26-Jan-26	Australia Day	26-Jan-26	Australia Day
03-Apr-26	Good Friday	21-Mar-26	200%	09-Mar-26	Labour Day	21-Mar-26	200%
06-Apr-26	Family Day	03-Apr-26	Good Friday	21-Mar-26	200%	03-Apr-26	Good Friday
27-Apr-26	Freedom Day	06-Apr-26	Easter Monday	03-Apr-26	Good Friday	06-Apr-26	Easter Monday
01-May-26	Worker's Day	27-Apr-26	Anzac Day	06-Apr-26	Easter Monday	27-Apr-26	Anzac Day
16-Jun-26	Youth Day (Observed)	08-Jun-26	King's Birthday	27-Apr-26	Anzac Day	04-May-26	Labour Day
10-Aug-26	National Women's Day	24-Sep-26	200%	08-Jun-26	King's Birthday	12-Aug-26	Ekka Wednesday
24-Sep-26	Heritage Day	05-Oct-26	Labour Day	25-Sep-26	AFL Grand Final Friday	05-Oct-26	King's Birthday
16-Dec-26	Day of Reconciliation	25-Dec-26	Christmas Day	03-Nov-26	Melbourne Cup Day *	25-Dec-26	Christmas Day
25-Dec-26	Christmas Day	26-Dec-26	200%	25-Dec-26	Christmas Day	26-Dec-26	200%
26-Dec-26	Day of Goodwill	28-Dec-26	Boxing Day	28-Dec-26	Boxing Day	28-Dec-26	Boxing Day

SA Holiday		CLIENT HOLIDAY					
South Africa		AU Queensland - Gold Coast Show (ZA)		AU Australian Capital Territory (ZA)		AU Western Australia (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	26-Jan-26	Australia Day	26-Jan-26	Australia Day	26-Jan-26	Australia Day
03-Apr-26	Good Friday	21-Mar-26	200%	09-Mar-26	Canberra Day	02-Mar-26	Labour Day
06-Apr-26	Family Day	03-Apr-26	Good Friday	21-Mar-26	200%	21-Mar-26	200%
27-Apr-26	Freedom Day	06-Apr-26	Easter Monday	03-Apr-26	Good Friday	03-Apr-26	Good Friday
01-May-26	Worker's Day	27-Apr-26	Anzac Day	06-Apr-26	Easter Monday	06-Apr-26	Easter Monday
16-Jun-26	Youth Day (Observed)	04-May-26	Labour Day	27-Apr-26	Anzac Day	27-Apr-26	Anzac Day
10-Aug-26	National Women's Day	28-Aug-26	Gold Coast Show	01-Jun-26	Reconciliation Day	01-Jun-26	Western Australia Day
24-Sep-26	Heritage Day	05-Oct-26	King's Birthday	08-Jun-26	King's Birthday	28-Sep-26	King's Birthday
16-Dec-26	Day of Reconciliation	25-Dec-26	Christmas Day	05-Oct-26	Labour Day	25-Dec-26	Christmas Day
25-Dec-26	Christmas Day	26-Dec-26	200%	25-Dec-26	Christmas Day	26-Dec-26	200%
26-Dec-26	Day of Goodwill	28-Dec-26	Boxing Day	28-Dec-26	Boxing Day	28-Dec-26	Boxing Day

SA Holiday		CLIENT HOLIDAY					
South Africa		AU South Australia (ZA)		AU Northern Territory (ZA)		AU Tasmania (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	26-Jan-26	Australia Day	26-Jan-26	Australia Day	26-Jan-26	Australia Day
03-Apr-26	Good Friday	09-Mar-26	Adelaide Cup Day	21-Mar-26	200%	09-Mar-26	Eight Hours Day (AKA Labour Day)
06-Apr-26	Family Day	21-Mar-26	200%	03-Apr-26	Good Friday	21-Mar-26	200%
27-Apr-26	Freedom Day	03-Apr-26	Good Friday	06-Apr-26	Easter Monday	03-Apr-26	Good Friday
01-May-26	Worker's Day	06-Apr-26	Easter Monday	27-Apr-26	Anzac Day	06-Apr-26	Easter Monday
16-Jun-26	Youth Day (Observed)	27-Apr-26	Anzac Day	04-May-26	May Day	07-Apr-26	Easter Tuesday
10-Aug-26	National Women's Day	08-Jun-26	King's Birthday	08-Jun-26	King's Birthday	27-Apr-26	Anzac Day
24-Sep-26	Heritage Day	05-Oct-26	Labour Day	03-Aug-26	Picnic Day	08-Jun-26	King's Birthday
16-Dec-26	Day of Reconciliation	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day
25-Dec-26	Christmas Day	26-Dec-26	200%	26-Dec-26	200%	26-Dec-26	200%
26-Dec-26	Day of Goodwill	28-Dec-26	Proclamation Day	28-Dec-26	Boxing Day	28-Dec-26	Boxing Day

SA Holiday		CLIENT HOLIDAY					
South Africa		Australia Northern Tasmania (ZA)					
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day				
21-Mar-26	Human Rights Day	26-Jan-26	Australia Day				
03-Apr-26	Good Friday	25-Feb-26	Launceston Cup				
06-Apr-26	Family Day	09-Mar-26	Eight Hours Day (AKA Labour Day)				
27-Apr-26	Freedom Day	03-Apr-26	Good Friday				
01-May-26	Worker's Day	06-Apr-26	Easter Monday				
16-Jun-26	Youth Day (Observed)	27-Apr-26	ANZAC Day				
10-Aug-26	National Women's Day	08-Jun-26	King's Birthday				
24-Sep-26	Heritage Day	08-Oct-26	Royal Launceston Show				
16-Dec-26	Day of Reconciliation	25-Dec-26	Christmas Day				
25-Dec-26	Christmas Day	26-Dec-26	200%				
26-Dec-26	Day of Goodwill	28-Dec-26	Boxing Day				

SA Holiday		CLIENT HOLIDAY					
South Africa		CA British Columbia (ZA)		CA Quebec (ZA)		CA Manitoba (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	16-Feb-26	Family Day	21-Mar-26	200%	16-Feb-26	Louis Riel day
03-Apr-26	Good Friday	21-Mar-26	200%	03-Apr-26	Good Friday	21-Mar-26	200%
06-Apr-26	Family Day	03-Apr-26	Good Friday	06-Apr-26	Easter Monday	03-Apr-26	Good Friday
27-Apr-26	Freedom Day	18-May-26	Victoria Day	18-May-26	National Patriots' day	18-May-26	Victoria Day
01-May-26	Worker's Day	01-Jul-26	Canada Day	24-Jun-26	National Holiday of Quebec / Saint-Jean-Baptiste Day	01-Jul-26	Canada Day (Observed)
16-Jun-26	Youth Day (Observed)	03-Aug-26	B.C. Day	01-Jul-26	Canada Day	24-Sep-26	200%
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	30-Sep-26	National Day for Truth and Reconciliation (Observed)	12-Oct-26	Thanksgiving Day	30-Sep-26	Orange shirt Day
16-Dec-26	Day of Reconciliation	12-Oct-26	Thanksgiving Day	16-Dec-26	200%	12-Oct-26	Thanksgiving Day
25-Dec-26	Christmas Day	11-Nov-26	Remembrance Day (Observed)	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	26-Dec-26	200%	26-Dec-26	200%

SA Holiday		CLIENT HOLIDAY					
South Africa		CA Canada Federal (ZA)					
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day (Observed)				
21-Mar-26	Human Rights Day	03-Apr-26	Good Friday				
03-Apr-26	Good Friday	06-Apr-26	Easter Monday				
06-Apr-26	Family Day	18-May-26	Victoria Day				
27-Apr-26	Freedom Day	01-Jul-26	Canada Day (Observed)				
01-May-26	Worker's Day	03-Aug-26	Civic Holiday				
16-Jun-26	Youth Day (Observed)	07-Sep-26	Labor Day				
10-Aug-26	National Women's Day	30-Sep-26	National Day for Truth and Reconciliation (Observed)				
24-Sep-26	Heritage Day	12-Oct-26	Thanksgiving Day				
16-Dec-26	Day of Reconciliation	11-Nov-26	Remembrance Day				
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day				
26-Dec-26	Day of Goodwill	26-Dec-26	200%				

SA Holiday		CLIENT HOLIDAY					
South Africa		Netherlands (ZA)					
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day				
21-Mar-26	Human Rights Day	21-Mar-26	200%				
03-Apr-26	Good Friday	03-Apr-26	Good Friday				
06-Apr-26	Family Day	05-Apr-26	Easter Sunday				
27-Apr-26	Freedom Day	06-Apr-26	Easter Monday				
01-May-26	Worker's Day	27-Apr-26	King's Day				
16-Jun-26	Youth Day (Observed)	05-May-26	Liberation Day				
10-Aug-26	National Women's Day	14-May-26	Ascension Day				
24-Sep-26	Heritage Day	24-May-26	Whit Sunday				
16-Dec-26	Day of Reconciliation	25-May-26	Whit Monday				
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day				
26-Dec-26	Day of Goodwill	26-Dec-26	Boxing Day				

SA Holiday		CLIENT HOLIDAY					
South Africa		NZ New Zealand (ZA)		NZ New Zealand (ZA)		NZ Auckland (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	02-Jan-26	Day after New Year's Day	02-Jan-26	Day after New Year's Day	02-Jan-26	Day after New Year's Day
03-Apr-26	Good Friday	06-Feb-26	Waitangi Day	06-Feb-26	Waitangi Day	26-Jan-26	Auckland Anniversary
06-Apr-26	Family Day	21-Mar-26	200%	21-Mar-26	200%	06-Feb-26	Waitangi Day
27-Apr-26	Freedom Day	03-Apr-26	Good Friday	03-Apr-26	Good Friday	03-Apr-26	Good Friday
01-May-26	Worker's Day	06-Apr-26	Easter Monday	06-Apr-26	Easter Monday	06-Apr-26	Easter Monday
16-Jun-26	Youth Day (Observed)	27-Apr-26	Anzac Day	27-Apr-26	Anzac Day	27-Apr-26	Anzac Day
10-Aug-26	National Women's Day	01-Jun-26	King's Birthday	01-Jun-26	King's Birthday	01-Jun-26	King's Birthday
24-Sep-26	Heritage Day	10-Jul-26	Matariki	10-Jul-26	Matariki	10-Jul-26	Matariki
16-Dec-26	Day of Reconciliation	26-Oct-26	Labour Day	26-Oct-26	Labour Day	26-Oct-26	Labour Day
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day
26-Dec-26	Day of Goodwill	28-Dec-26	Boxing Day	28-Dec-26	Boxing Day	28-Dec-26	Boxing Day

SA Holiday		CLIENT HOLIDAY					
South Africa		NZ Marlborough (ZA)					
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day				
21-Mar-26	Human Rights Day	02-Jan-26	Day after New Year's Day				
03-Apr-26	Good Friday	06-Feb-26	Waitangi Day				
06-Apr-26	Family Day	03-Apr-26	Good Friday				
27-Apr-26	Freedom Day	06-Apr-26	Easter Monday				
01-May-26	Worker's Day	27-Apr-26	Anzac Day				
16-Jun-26	Youth Day (Observed)	01-Jun-26	King's Birthday				
10-Aug-26	National Women's Day	10-Jul-26	Matariki				
24-Sep-26	Heritage Day	26-Oct-26	Labour Day				
16-Dec-26	Day of Reconciliation	02-Nov-26	Marlborough Anniversary				
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day				
26-Dec-26	Day of Goodwill	28-Dec-26	Boxing Day				

SA Holiday		CLIENT HOLIDAY					
South Africa		UK United Kingdom (ZA)		UK Wirral (ZA)			
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day		
21-Mar-26	Human Rights Day	21-Mar-26	200%	21-Mar-26	200%		
03-Apr-26	Good Friday	03-Apr-26	Good Friday	03-Apr-26	Good Friday		
06-Apr-26	Family Day	06-Apr-26	Easter Monday	06-Apr-26	Easter Monday		
27-Apr-26	Freedom Day	04-May-26	Early May bank holiday	04-May-26	Early May bank holiday		
01-May-26	Worker's Day	25-May-26	Spring bank holiday	25-May-26	Spring bank holiday		
16-Jun-26	Youth Day (Observed)	16-Jun-26	200%	16-Jun-26	200%		
10-Aug-26	National Women's Day	10-Aug-26	200%	10-Aug-26	200%		
24-Sep-26	Heritage Day	31-Aug-26	Summer bank holiday	31-Aug-26	Summer bank holiday		
16-Dec-26	Day of Reconciliation	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day		
25-Dec-26	Christmas Day	26-Dec-26	200%	26-Dec-26	200%		
26-Dec-26	Day of Goodwill	28-Dec-26	Boxing Day	28-Dec-26	Boxing Day		

SA Holiday		CLIENT HOLIDAY					
South Africa		US Federal (ZA)		US Alabama (ZA)		US California (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day (Observed)
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King, Jr. Day
03-Apr-26	Good Friday	16-Feb-26	Presidents' Day*	16-Feb-26	George Washington & Thomas Jefferson's Birthday	16-Feb-26	Presidents' Day
06-Apr-26	Family Day	21-Mar-26	200%	27-Apr-26	Confederate Memorial Day	31-Mar-26	César Chávez Day
27-Apr-26	Freedom Day	25-May-26	Memorial Day	25-May-26	National Memorial Day	25-May-26	Memorial Day
01-May-26	Worker's Day	19-Jun-26	Juneteenth	01-Jun-26	Jefferson Davis' Birthday	19-Jun-26	Juneteenth National Independence Day
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	12-Oct-26	Columbus Day	12-Oct-26	Columbus Day & Fraternal Day & American Indian Heritage Day	11-Nov-26	Veteran's Day (Observed)
16-Dec-26	Day of Reconciliation	11-Nov-26	Veteran's Day (Observed)	11-Nov-26	Veteran's Day	26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day	27-Nov-26	Day after Thanks Giving
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US Colorado (ZA)		US Florida (ZA)		US Georgia (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King, Jr's Day	19-Jan-26	Birthday of Dr. Martin Luther King, Jr.	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Washington-Lincoln Day	16-Feb-26	Washington's Birthday	27-Apr-26	State Holiday / Confederate Holiday
06-Apr-26	Family Day	31-Mar-26	César Chávez Day	21-Mar-26	200%	25-May-26	Memorial Day
27-Apr-26	Freedom Day	25-May-26	Memorial Day	25-May-26	Memorial Day	19-Jun-26	Juneteenth
01-May-26	Worker's Day	03-Jul-26	Independence Day	19-Jun-26	Juneteenth	03-Jul-26	Independence Day
16-Jun-26	Youth Day (Observed)	07-Sep-26	Labor Day	03-Jul-26	Independence Day	07-Sep-26	Labor Day
10-Aug-26	National Women's Day	12-Oct-26	Columbus Day	09-Jul-26	Labor Day	12-Oct-26	Columbus Day
24-Sep-26	Heritage Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day
16-Dec-26	Day of Reconciliation	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	27-Nov-26	Day After Thanksgiving Day	27-Nov-26	State Holiday
26-Dec-26	Day of Goodwill	26-Dec-26	200%	25-Dec-26	Christmas Day	24-Dec-26	Washington's Birthday
						25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US Idaho (ZA)		US Illinois (ZA)		US Louisiana (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Jr./Idaho Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King, Jr.'s Birthday & Inauguration day
03-Apr-26	Good Friday	16-Feb-26	Washington's Birthday	12-Feb-26	Lincoln's Birthday	17-Feb-26	Mardi Gras
06-Apr-26	Family Day	21-Mar-26	200%	16-Feb-26	Washington-Lincoln Day	03-Apr-26	Good Friday
27-Apr-26	Freedom Day	25-May-26	Memorial Day	25-May-26	Memorial Day	25-May-26	Memorial Day
01-May-26	Worker's Day	19-Jun-26	Juneteenth National Independence Day	19-Jun-26	Juneteenth	19-Jun-26	Juneteenth National Independence Day
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	12-Oct-26	Columbus Day	12-Oct-26	Columbus Day	03-Nov-26	Election day
16-Dec-26	Day of Reconciliation	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day
25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day 1/2	27-Nov-26	Thanksgiving Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	27-Nov-26	Thanksgiving Day 2/2	25-Dec-26	Christmas Day
				25-Dec-26	Christmas Day		

SA Holiday		CLIENT HOLIDAY					
South Africa		US Massachusetts (ZA)		US Maryland (ZA)		US Minnesota (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King, Jr.'s Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Washington's Birthday	16-Feb-26	Presidents' Day	16-Feb-26	Presidents' Day
06-Apr-26	Family Day	20-Apr-26	Patriots Day	25-May-26	Memorial Day	21-Mar-26	200%
27-Apr-26	Freedom Day	25-May-26	Memorial Day	19-Jun-26	Juneteenth	25-May-26	Memorial Day
01-May-26	Worker's Day	19-Jun-26	Juneteenth Independence Day	03-Jul-26	Independence Day	19-Jun-26	Juneteenth
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	07-Sep-26	Labor Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	12-Oct-26	Columbus Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	12-Oct-26	Columbus Day / Indigenous People's Day	11-Nov-26	Veterans' Day	11-Nov-26	Veteran's Day (Observed)
16-Dec-26	Day of Reconciliation	11-Nov-26	Veterans' Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	27-Nov-26	American Indian Heritage Day	27-Nov-26	Day After Thanksgiving
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US Missouri (ZA)		US North Carolina (ZA)		US New Jersey (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day (Observed)	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	16-Jan-26	Martin Luther King, Jr. Birthday	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	12-Feb-26	Lincoln Day	03-Apr-26	Good Friday	16-Feb-26	Presidents Day
06-Apr-26	Family Day	16-Feb-26	Washington's Birthday	25-May-26	Memorial Day	03-Apr-26	Good Friday
27-Apr-26	Freedom Day	08-May-26	Truman Day	03-Jul-26	Independence Day	25-May-26	Memorial Day
01-May-26	Worker's Day	25-May-26	Memorial Day	07-Sep-26	Labor Day	19-Jun-26	Juneteenth
16-Jun-26	Youth Day (Observed)	19-Jun-26	Juneteenth National Independence Day	11-Nov-26	Veteran's Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	03-Jul-26	Independence Day	26-Nov-26	Thanksgiving Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	07-Sep-26	Labor Day	27-Nov-26	Thanksgiving Day	12-Oct-26	Columbus Day
16-Dec-26	Day of Reconciliation	12-Oct-26	Columbus Day	24-Dec-26	Christmas Holiday /Christmas eve	11-Nov-26	Veteran's Day
25-Dec-26	Christmas Day	11-Nov-26	Veteran's Day (Observed)	25-Dec-26	Christmas Holiday	26-Nov-26	Thanksgiving Day
26-Dec-26	Day of Goodwill	26-Nov-26	Thanksgiving Day	28-Dec-26	Christmas Holiday / Boxing day	25-Dec-26	Christmas Day
		25-Dec-26	Christmas Day				

SA Holiday		CLIENT HOLIDAY					
South Africa		US Nevada (ZA)		US New York (ZA)		US Ohio (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Washington's Birthday	12-Feb-26	Lincoln's Birthday	16-Feb-26	Presidents' Day
06-Apr-26	Family Day	25-May-26	Memorial Day	16-Feb-26	Washington's Birthday	21-Mar-26	200%
27-Apr-26	Freedom Day	19-Jun-26	Juneteenth	25-May-26	Memorial Day	25-May-26	Memorial Day
01-May-26	Worker's Day	03-Jul-26	Independence Day	19-Jun-26	Juneteenth National Independence Day	19-Jun-26	Juneteenth National Independence Day
16-Jun-26	Youth Day (Observed)	07-Sep-26	Labor Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	30-Oct-26	Nevada Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	11-Nov-26	Veteran's Day	12-Oct-26	Columbus Day	12-Oct-26	Columbus Day
16-Dec-26	Day of Reconciliation	26-Nov-26	Thanksgiving Day	03-Nov-26	Election day	11-Nov-26	Veteran's Day (Observed)
25-Dec-26	Christmas Day	27-Nov-26	Thanksgiving Day / Family Day	11-Nov-26	Veteran's Day (Observed)	26-Nov-26	Thanksgiving Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	25-Dec-26	Christmas Day
				25-Dec-26	Christmas Day		

SA Holiday		CLIENT HOLIDAY					
South Africa		US Pennsylvania (ZA)		US Rhode Island (ZA)		US South Carolina (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day (Observed)
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Presidents' Day	25-May-26	Memorial Day	16-Feb-26	Presidents' Day*
06-Apr-26	Family Day	25-May-26	Memorial Day	19-Jun-26	Juneteenth	10-May-26	Confederate Memorial Day
27-Apr-26	Freedom Day	19-Jun-26	Juneteenth National Independence Day	06-Jul-26	Independence Day	25-May-26	National Memorial Day
01-May-26	Worker's Day	03-Jul-26	Independence Day	10-Aug-26	Victory Day	19-Jun-26	Juneteenth National Independence Day
16-Jun-26	Youth Day (Observed)	07-Sep-26	Labor Day	07-Sep-26	Labor Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	12-Oct-26	Columbus Day	12-Oct-26	Columbus Day / Indigenous People's	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	11-Nov-26	Veteran's Day (Observed)	03-Nov-26	Election Day	12-Oct-26	Columbus Day
16-Dec-26	Day of Reconciliation	26-Nov-26	Thanksgiving Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day
25-Dec-26	Christmas Day	27-Nov-26	Day after Thanksgiving	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	27-Nov-26	Day after Thanksgiving

SA Holiday		CLIENT HOLIDAY					
South Africa		US Vermont (ZA)		US Texas (ZA)		US Washington (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day (Observed)	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Jr. Day	19-Jan-26	uther King Day / Confederate Her	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Presidents' Day	16-Feb-26	Presidents' Day	16-Feb-26	Presidents' Day
06-Apr-26	Family Day	03-Mar-26	Town Meeting Day	02-Mar-26	Texas Independence Day	21-Mar-26	200%
27-Apr-26	Freedom Day	25-May-26	Memorial Day	31-Mar-26	Cesar Chavez Day	25-May-26	Memorial Day
01-May-26	Worker's Day	19-Jun-26	Juneteenth National Independence Day	21-Apr-26	San Jacinto Day	19-Jun-26	Juneteenth
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	25-May-26	Memorial Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	17-Aug-26	Bennington Battle Day	19-Jun-26	ational Independence Day / Emal	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	07-Sep-26	Labor Day	03-Jul-26	Independence Day	11-Nov-26	Veteran's Day
16-Dec-26	Day of Reconciliation	11-Nov-26	Veterans' Day	27-Aug-26	LBJ's Birthday	26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	07-Sep-26	Labor Day	27-Nov-26	Native American Heritage Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	11-Nov-26	Veteran's Day	25-Dec-26	Christmas Day

26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US Alaska (ZA)		US Arizona (ZA)		US Arkansas (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	MLK Jr.'s Birthday	19-Jan-26	Martin Luther King, Jr. Birthday	19-Jan-26	Martin Luther King, Jr. Birthday
03-Apr-26	Good Friday	16-Feb-26	President's Birthday	16-Feb-26	Lincoln/Washington Presidents' Day	16-Feb-26	Lincoln/Washington Presidents' Day
06-Apr-26	Family Day	30-Mar-26	Seward's Day	25-May-26	Memorial Day	21-Mar-26	200%
27-Apr-26	Freedom Day	25-May-26	Memorial Day	02-Jun-26	Native American Day	25-May-26	Memorial Day
01-May-26	Worker's Day	19-Jun-26	Juneteenth Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	17-Sep-26	Constitution Commemoration Day	12-Oct-26	Columbus Day
24-Sep-26	Heritage Day	19-Oct-26	Alaska Day	12-Oct-26	Columbus Day	11-Nov-26	Veterans Day
16-Dec-26	Day of Reconciliation	11-Nov-26	Veteran's day	11-Nov-26	Veterans Day	26-Nov-26	Thanksgiving
25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving	25-Dec-26	Christmas Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	26-Dec-26	200%

SA Holiday		CLIENT HOLIDAY					
South Africa		US Connecticut (ZA)		US Delaware (ZA)		US Hawaii (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King, Jr. Birthday	02-Jan-26	New Year Holiday	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	12-Feb-26	Lincoln Birthday Day	19-Jan-26	Martin Luther King Day	16-Feb-26	President's day
06-Apr-26	Family Day	16-Feb-26	Washington Birthday Day	21-Mar-26	200%	26-Mar-26	Prince Jonah Kuhio Kalaniana'ole Day
27-Apr-26	Freedom Day	03-Apr-26	Good Friday	03-Apr-26	Good Friday	03-Apr-26	Good Friday
01-May-26	Worker's Day	25-May-26	Memorial Day	25-May-26	Memorial Day	25-May-26	Memorial Day
16-Jun-26	Youth Day (Observed)	19-Jun-26	Juneteenth National Independence Day	03-Jul-26	Independence Day	11-Jun-26	King Kamehamede I Day
10-Aug-26	National Women's Day	03-Jul-26	Independence Day	07-Sep-26	Labor Day	03-Jul-26	Independence Day
24-Sep-26	Heritage Day	07-Sep-26	Labor Day	11-Nov-26	Veteran's Day	21-Aug-26	Statehood Day
16-Dec-26	Day of Reconciliation	12-Oct-26	Columbus Day	26-Nov-26	Thanksgiving Day	07-Sep-26	Labor Day
25-Dec-26	Christmas Day	11-Nov-26	Veterans Day	25-Dec-26	Christmas Day	03-Nov-26	General Election Day
26-Dec-26	Day of Goodwill	26-Nov-26	Thanksgiving	26-Dec-26	200%	11-Nov-26	Veteran's Day
						26-Nov-26	Thanksgiving Day
						25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US Indiana (ZA)		US Iowa (ZA)		US Kansas (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Washington's Birthday	16-Feb-26	Washington's Birthday	16-Feb-26	Washington's Birthday
06-Apr-26	Family Day	21-Mar-26	200%	21-Mar-26	200%	21-Mar-26	200%
27-Apr-26	Freedom Day	25-May-26	Memorial Day	25-May-26	Memorial Day	25-May-26	Memorial Day
01-May-26	Worker's Day	03-Jul-26	Independence Day	10-Aug-26	200%	10-Aug-26	200%
16-Jun-26	Youth Day (Observed)	07-Sep-26	Labor Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	12-Oct-26	Columbus Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day
16-Dec-26	Day of Reconciliation	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day	27-Nov-26	Lincoln's Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	26-Dec-26	200%	26-Dec-26	200%

SA Holiday		CLIENT HOLIDAY					
South Africa		US Kentucky (ZA)		US Maine (ZA)		US Michigan (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Washington's Birthday	16-Feb-26	Washington's Birthday	16-Feb-26	Washington's Birthday
06-Apr-26	Family Day	21-Mar-26	200%	21-Mar-26	200%	21-Mar-26	200%
27-Apr-26	Freedom Day	25-May-26	Memorial Day	20-Apr-26	Patriots Day	25-May-26	Memorial Day
01-May-26	Worker's Day	10-Aug-26	200%	25-May-26	Memorial Day	10-Aug-26	200%
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	11-Nov-26	Veteran's Day	12-Oct-26	Columbus Day	11-Nov-26	Veteran's Day
16-Dec-26	Day of Reconciliation	26-Nov-26	Thanksgiving Day	11-Nov-26	Veteran's Day	26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	25-Dec-26	Christmas Day
26-Dec-26	Day of Goodwill	26-Dec-26	200%	25-Dec-26	Christmas Day	26-Dec-26	200%

SA Holiday		CLIENT HOLIDAY					
South Africa		US Mississippi (ZA)		US Montana (ZA)		US Nebraska (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Washington's Birthday	16-Feb-26	President's day	16-Feb-26	Washington's Birthday
06-Apr-26	Family Day	21-Mar-26	200%	21-Mar-26	200%	21-Mar-26	200%
27-Apr-26	Freedom Day	27-Apr-26	Confederate Memorial Day	25-May-26	Memorial Day	24-Apr-26	Arbor Day
01-May-26	Worker's Day	25-May-26	Memorial Day	03-Jul-26	Independence Day	25-May-26	Memorial Day
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	07-Sep-26	Labor Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	12-Oct-26	Columbus Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	12-Oct-26	Columbus Day	11-Nov-26	Veteran's Day	12-Oct-26	Columbus Day
16-Dec-26	Day of Reconciliation	11-Nov-26	Veteran's Day	26-Nov-26	Thanksgiving Day	11-Nov-26	Veteran's Day
25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	26-Dec-26	200%	25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US New Hampshire (ZA)		US New Mexico (ZA)		US North Dakota (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	President's day	21-Mar-26	200%	16-Feb-26	Washington's Birthday
06-Apr-26	Family Day	21-Mar-26	200%	25-May-26	Memorial Day	21-Mar-26	200%
27-Apr-26	Freedom Day	25-May-26	Memorial Day	10-Aug-26	200%	25-May-26	Memorial Day
01-May-26	Worker's Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day	10-Aug-26	200%
16-Jun-26	Youth Day (Observed)	07-Sep-26	Labor Day	07-Sep-26	Labor Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day	11-Nov-26	Veteran's Day
16-Dec-26	Day of Reconciliation	27-Nov-26	Day after Thanksgiving Day	27-Nov-26	President's Day	26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day
26-Dec-26	Day of Goodwill	26-Dec-26	200%	26-Dec-26	200%	26-Dec-26	200%

SA Holiday		CLIENT HOLIDAY					
South Africa		US Oklahoma (ZA)		US Oregon (ZA)		US South Dakota (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	Washington's Birthday	16-Feb-26	Washington's Birthday	16-Feb-26	Washington's Birthday
06-Apr-26	Family Day	21-Mar-26	200%	21-Mar-26	200%	21-Mar-26	200%
27-Apr-26	Freedom Day	25-May-26	Memorial Day	25-May-26	Memorial Day	25-May-26	Memorial Day
01-May-26	Worker's Day	10-Aug-26	200%	19-Jun-26	Juneteenth	10-Aug-26	200%
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day
16-Dec-26	Day of Reconciliation	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	27-Nov-26	Day after Thanksgiving Day	25-Dec-26	Christmas Day
26-Dec-26	Day of Goodwill	26-Dec-26	200%	25-Dec-26	Christmas Day	26-Dec-26	200%

SA Holiday		CLIENT HOLIDAY					
South Africa		US Tennessee (ZA)		US Utah (ZA)		US Virginia (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	09-Jan-26	Lee Jackson Day
03-Apr-26	Good Friday	16-Feb-26	Washington's Birthday	16-Feb-26	Washington's Birthday	19-Jan-26	Martin Luther King Day
06-Apr-26	Family Day	03-Apr-26	Good Friday	21-Mar-26	200%	16-Feb-26	Washington's Birthday
27-Apr-26	Freedom Day	25-May-26	Memorial Day	25-May-26	Memorial Day	21-Mar-26	200%
01-May-26	Worker's Day	19-Jun-26	Juneteenth	03-Jul-26	Independence Day	25-May-26	Memorial Day
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	24-Jul-26	Pioneer Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	11-Nov-26	Veteran's Day	12-Oct-26	Columbus Day	12-Oct-26	Columbus Day
16-Dec-26	Day of Reconciliation	26-Nov-26	Thanksgiving Day	11-Nov-26	Veteran's Day	11-Nov-26	Veteran's Day
25-Dec-26	Christmas Day	27-Nov-26	Day after Thanksgiving Day	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day
26-Dec-26	Day of Goodwill	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US Wisconsin (ZA)		US Wyoming (ZA)		US District of Columbia (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day / Inauguration Day
03-Apr-26	Good Friday	21-Mar-26	200%	16-Feb-26	Washington's Birthday	16-Feb-26	Washington's Birthday
06-Apr-26	Family Day	25-May-26	Memorial Day	21-Mar-26	200%	16-Apr-26	DC Emancipation Day
27-Apr-26	Freedom Day	10-Aug-26	200%	25-May-26	Memorial Day	25-May-26	Memorial Day
01-May-26	Worker's Day	03-Jul-26	Independence Day	10-Aug-26	200%	19-Jun-26	Juneteenth
16-Jun-26	Youth Day (Observed)	07-Sep-26	Labor Day	03-Jul-26	Independence Day	03-Jul-26	Independence Day
10-Aug-26	National Women's Day	26-Nov-26	Thanksgiving Day	07-Sep-26	Labor Day	07-Sep-26	Labor Day
24-Sep-26	Heritage Day	24-Dec-26	Christmas Eve Day	11-Nov-26	Veteran's Day	13-Oct-26	Indigenous People's Day
16-Dec-26	Day of Reconciliation	25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day	11-Nov-26	Veteran's Day
25-Dec-26	Christmas Day	31-Dec-26	New Year's Eve Day	25-Dec-26	Christmas Day	26-Nov-26	Thanksgiving Day
26-Dec-26	Day of Goodwill	21-Mar-26	200%	26-Dec-26	200%	25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US American Samoa (ZA)		US Guam (ZA)		US Northern Mariana Islands (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day	19-Jan-26	Martin Luther King Day
03-Apr-26	Good Friday	16-Feb-26	President's Day	03-Mar-26	am History & Chamoro Heritage Day	16-Feb-26	President's Day
06-Apr-26	Family Day	03-Apr-26	Good Friday	25-May-26	Memorial Day	24-Mar-26	Commonwealth Covenant Day
27-Apr-26	Freedom Day	17-Apr-26	Flag Day	03-Jul-26	Independence Day	03-Apr-26	Good Friday
01-May-26	Worker's Day	25-May-26	Memorial Day	20-Jul-26	Liberation Day	25-May-26	Memorial Day
16-Jun-26	Youth Day (Observed)	03-Jul-26	Independence Day	07-Sep-26	Labor Day	19-Jun-26	Juneteenth
10-Aug-26	National Women's Day	16-Jul-26	Manu'a Cession Day	02-Nov-26	All Soul's Day	03-Jul-26	Independence Day
24-Sep-26	Heritage Day	07-Sep-26	Labor Day	11-Nov-26	Veteran's Day	07-Sep-26	Labor Day
16-Dec-26	Day of Reconciliation	12-Oct-26	Columbus Day	26-Nov-26	Thanksgiving Day	12-Oct-26	Commonwealth Cultural Day
25-Dec-26	Christmas Day	11-Nov-26	Veteran's Day	08-Dec-26	Our lady of Camarin Day	04-Nov-26	Citizenship Day
26-Dec-26	Day of Goodwill	26-Nov-26	Thanksgiving Day	25-Dec-26	Christmas Day	11-Nov-26	Veteran's Day
		25-Dec-26	Christmas Day			26-Nov-26	Thanksgiving Day
						08-Dec-26	Constitution Day
						25-Dec-26	Christmas Day

SA Holiday		CLIENT HOLIDAY					
South Africa		US Puerto Rico (ZA)		US United States Minor Outlying Islands (ZA)		US Virgin Islands, U.S. (ZA)	
Date	Holiday	Date	Holiday	Date	Holiday	Date	Holiday
01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day	01-Jan-26	New Year's Day
21-Mar-26	Human Rights Day	06-Jan-26	Epiphany	19-Jan-26	Martin Luther King Day	06-Jan-26	Epiphany
03-Apr-26	Good Friday	21-Mar-26	200%	16-Feb-26	Washington's Birthday	19-Jan-26	Martin Luther King Day
06-Apr-26	Family Day	03-Apr-26	Good Friday	21-Mar-26	200%	16-Feb-26	President's Day
27-Apr-26	Freedom Day	05-Apr-26	Easter Sunday	25-May-26	Memorial Day	21-Mar-26	200%
01-May-26	Worker's Day	25-May-26	Memorial Day	19-Jun-26	Juneteenth	02-Apr-26	Maundy Thursday
16-Jun-26	Youth Day (Observed)	04-Jul-26	Independence Day	03-Jul-26	Independence Day	03-Apr-26	Good Friday
10-Aug-26	National Women's Day	25-Jul-26	Puerto Rico Constitution Day	07-Sep-26	Labor Day	06-Apr-26	Easter Monday
24-Sep-26	Heritage Day	07-Sep-26	Labor Day	11-Nov-26	Veteran's Day	25-May-26	Memorial Day
16-Dec-26	Day of Reconciliation	26-Nov-26	Thanksgiving Day	26-Nov-26	Thanksgiving Day	03-Jul-26	Emancipation Day
25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	25-Dec-26	Christmas Day	07-Sep-26	Labor Day
26-Dec-26	Day of Goodwill	26-Dec-26	200%	26-Dec-26	200%	26-Dec-26	200%