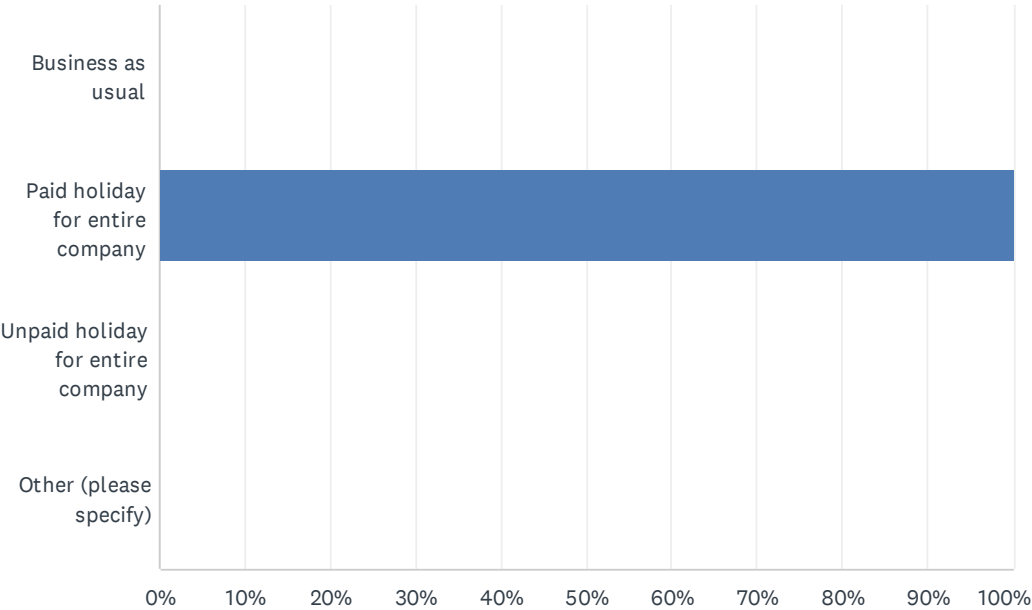


Q1 Thanksgiving Day -Thursday November 28th, 2024

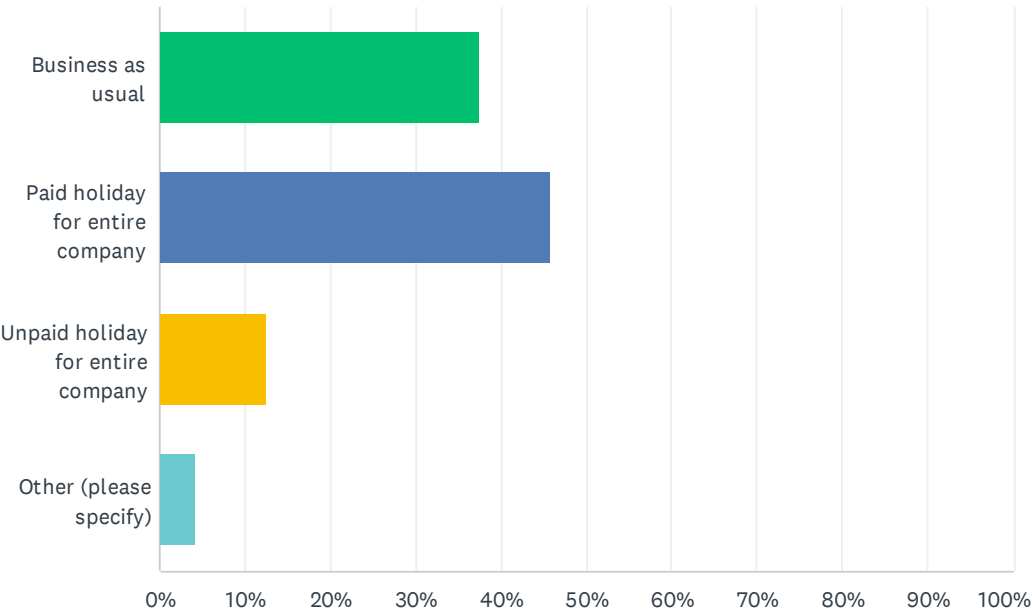
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	0.00%	0
Paid holiday for entire company	100.00%	24
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q2 Day after Thanksgiving, Friday, November 29th, 2024

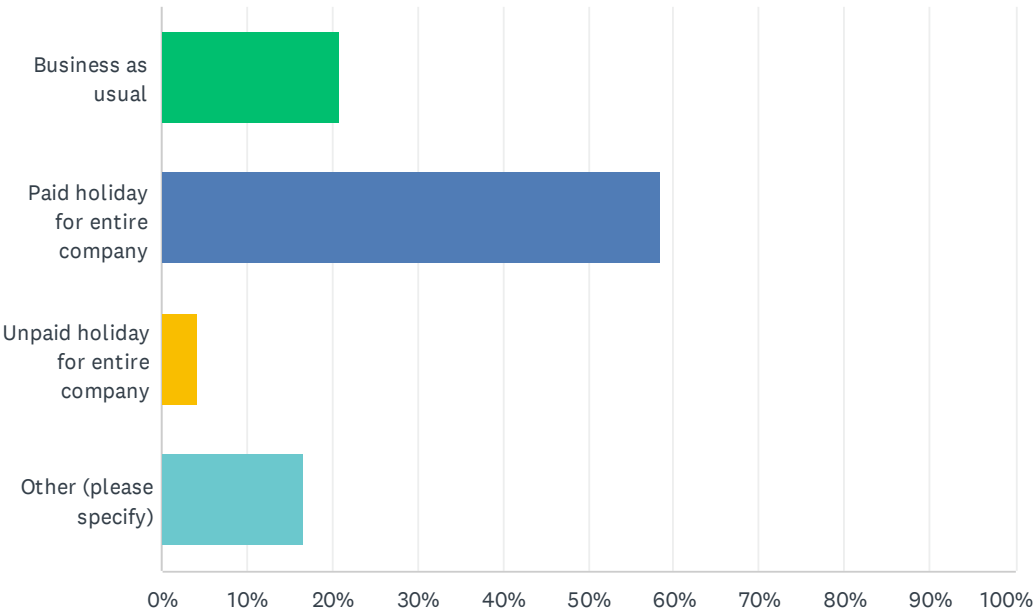
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	37.50%	9
Paid holiday for entire company	45.83%	11
Unpaid holiday for entire company	12.50%	3
Other (please specify)	4.17%	1
TOTAL		24

Q3 Christmas Eve, Tuesday, December 24th, 2024

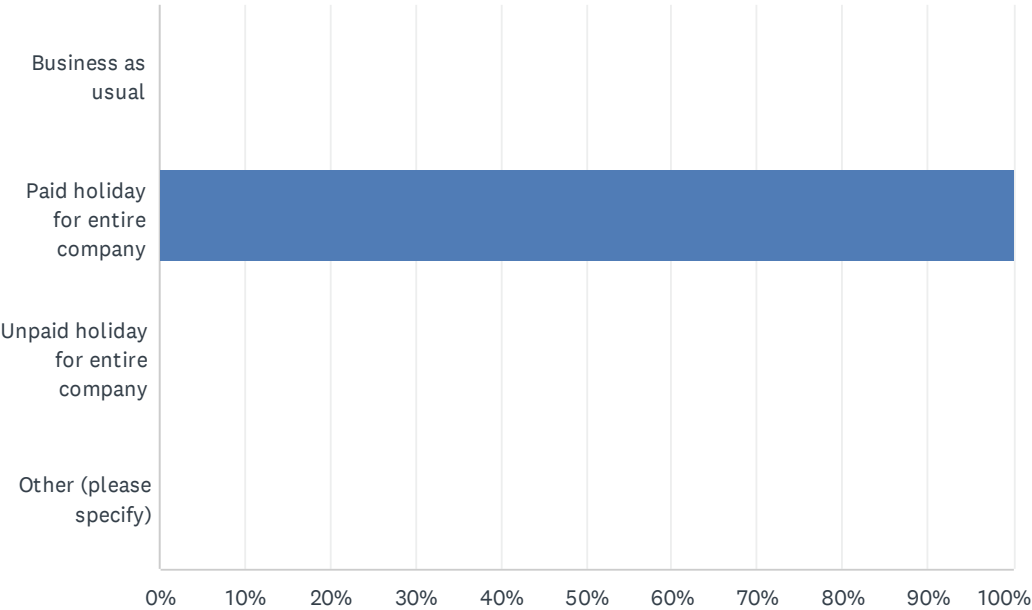
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	20.83%	5
Paid holiday for entire company	58.33%	14
Unpaid holiday for entire company	4.17%	1
Other (please specify)	16.67%	4
TOTAL		24

Q4 Christmas, Wednesday, December 25th, 2024

Answered: 24 Skipped: 0



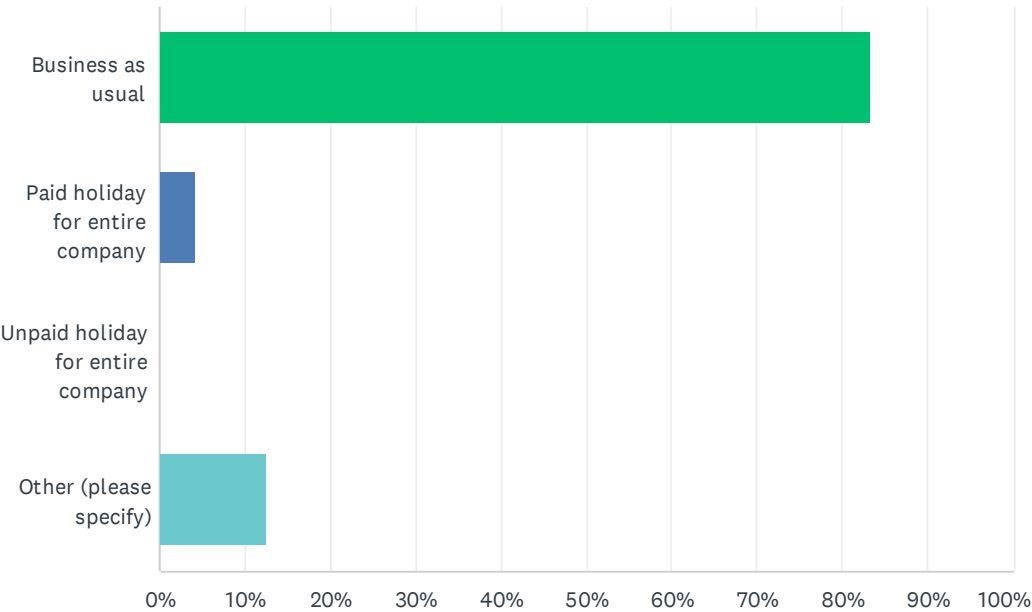
ANSWER CHOICES	RESPONSES	
Business as usual	0.00%	0
Paid holiday for entire company	100.00%	24
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q5 Other Holidays in December 2024 please list.

Answered: 0 Skipped: 24

Q6 New Year's Eve, Tuesday, December 31st, 2024

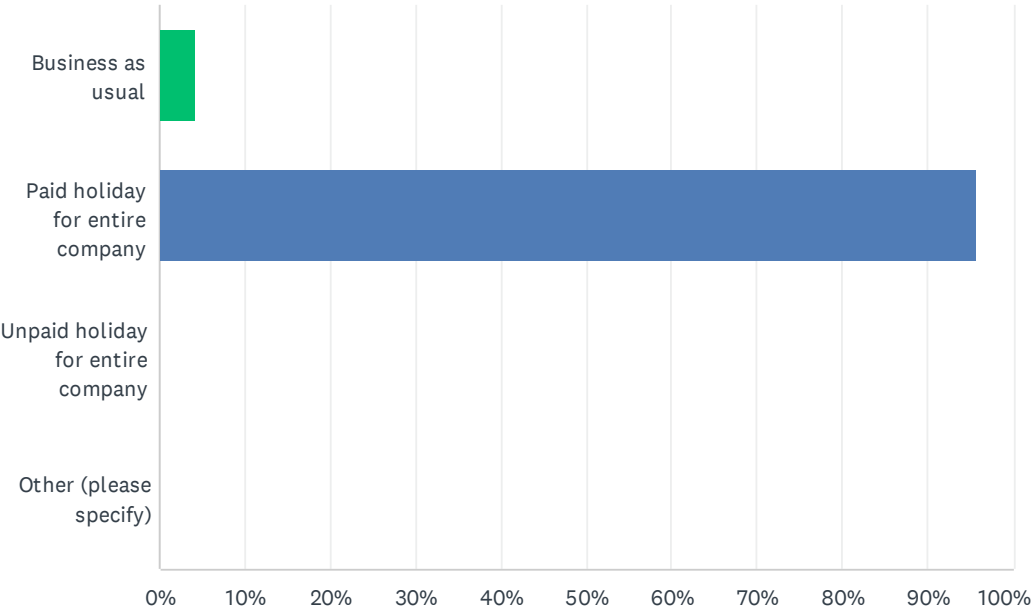
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	83.33%	20
Paid holiday for entire company	4.17%	1
Unpaid holiday for entire company	0.00%	0
Other (please specify)	12.50%	3
TOTAL		24

Q7 New Year's Day, Tuesday, January 1st, 2024

Answered: 24 Skipped: 0



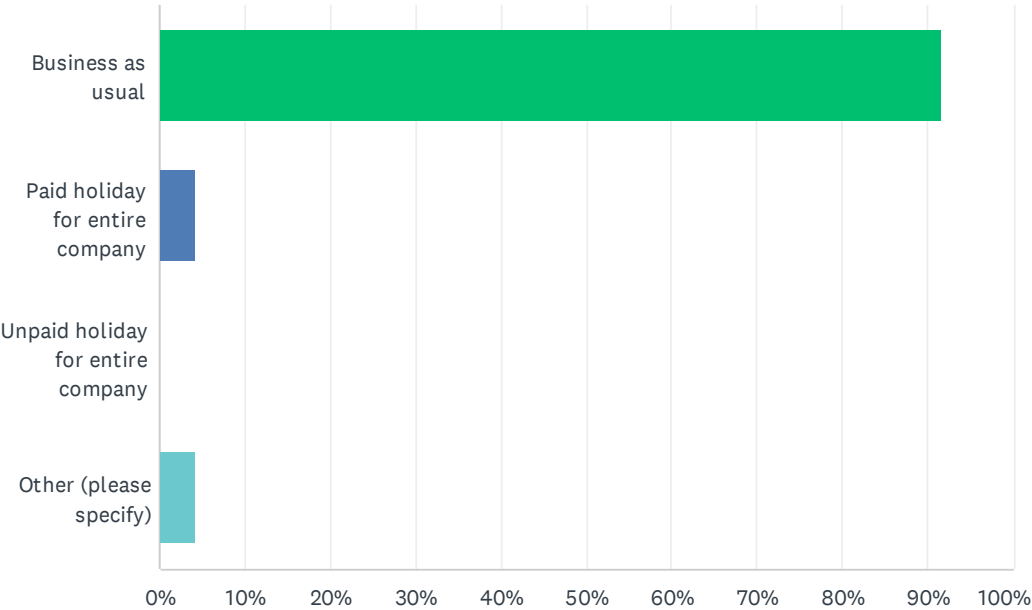
ANSWER CHOICES	RESPONSES	
Business as usual	4.17%	1
Paid holiday for entire company	95.83%	23
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q8 Other New Year's holidays given 2024 please list day(s)

Answered: 0 Skipped: 24

Q9 Martin Luther King Day, Monday, January 20th, 2025

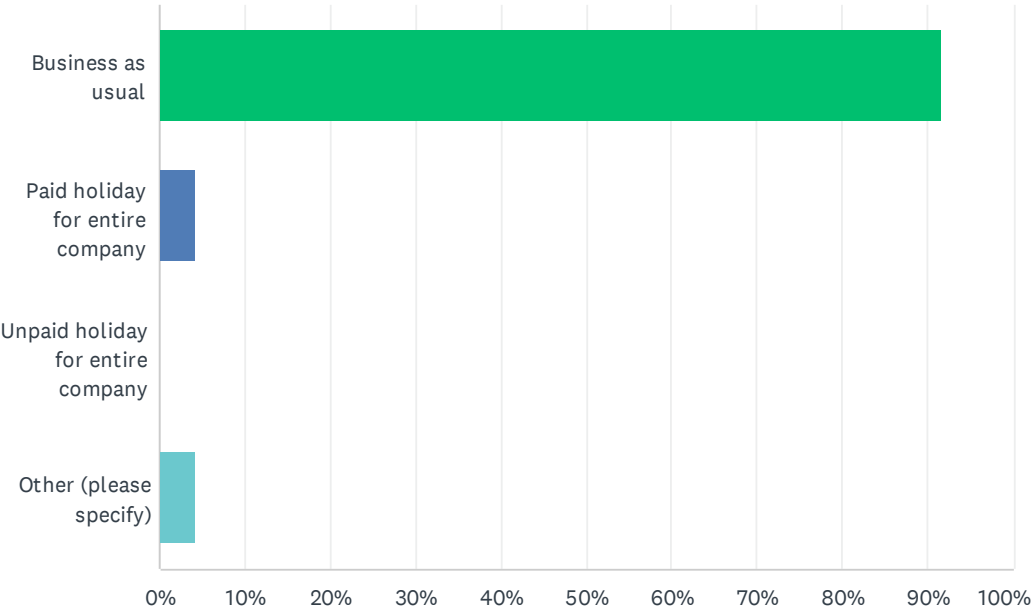
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	91.67%	22
Paid holiday for entire company	4.17%	1
Unpaid holiday for entire company	0.00%	0
Other (please specify)	4.17%	1
TOTAL		24

Q10 President's Day, Monday, February 17th, 2025

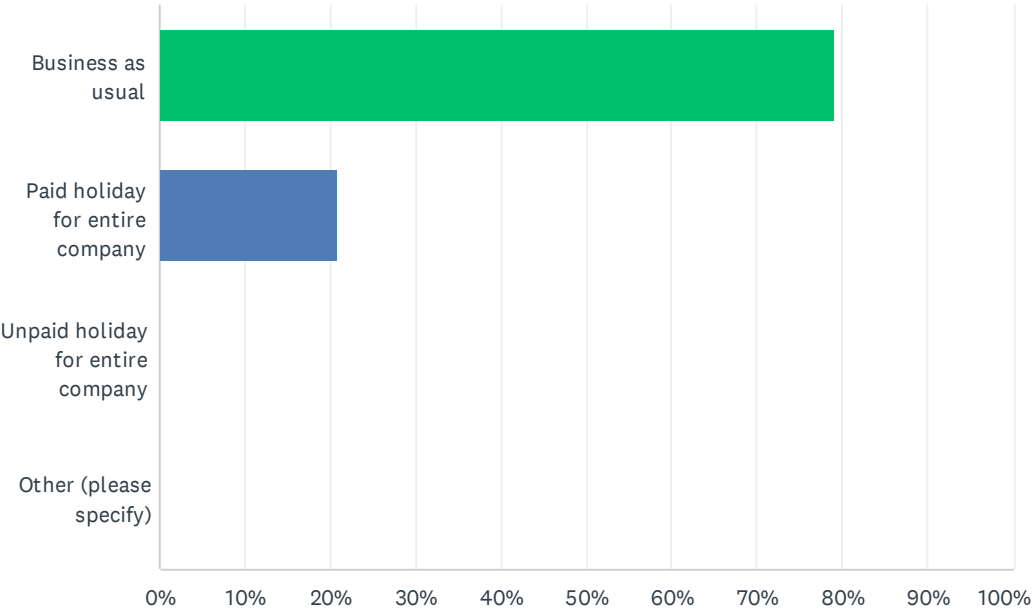
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	91.67%	22
Paid holiday for entire company	4.17%	1
Unpaid holiday for entire company	0.00%	0
Other (please specify)	4.17%	1
TOTAL		24

Q11 Good Friday, April 18th, 2025

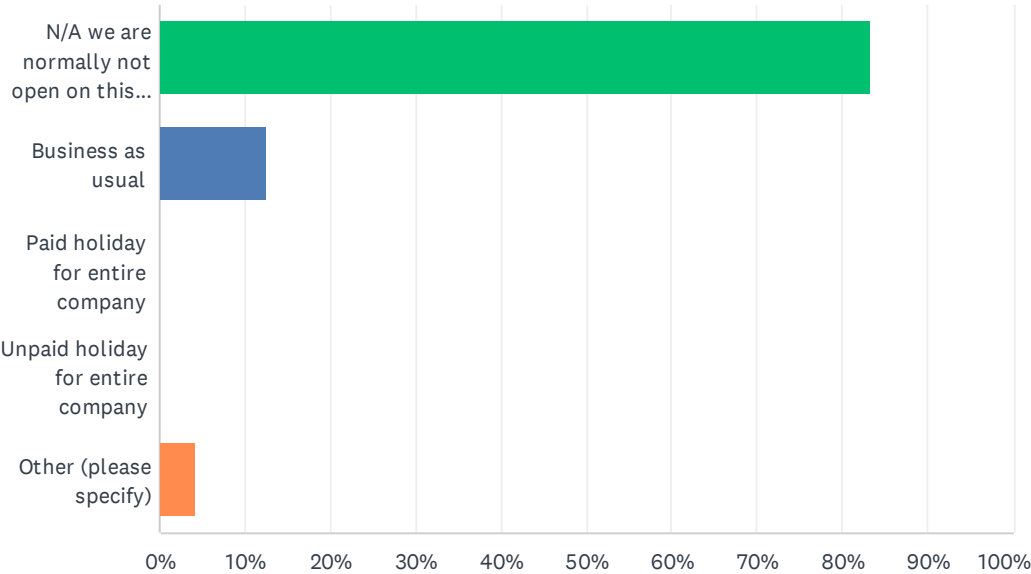
Answered: 24 Skipped: 0



ANSWER CHOICES		RESPONSES	
Business as usual		79.17%	19
Paid holiday for entire company		20.83%	5
Unpaid holiday for entire company		0.00%	0
Other (please specify)		0.00%	0
TOTAL			24

Q12 Easter Sunday, April 20th, 2025

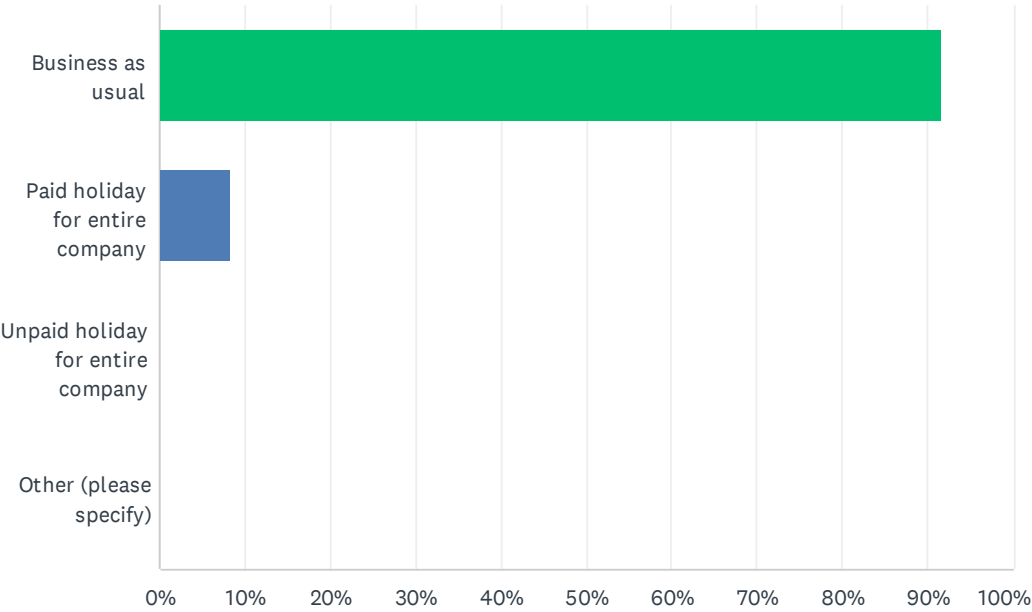
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
N/A we are normally not open on this day for business	83.33%	20
Business as usual	12.50%	3
Paid holiday for entire company	0.00%	0
Unpaid holiday for entire company	0.00%	0
Other (please specify)	4.17%	1
TOTAL		24

Q13 Easter Monday, April 20th, 2025

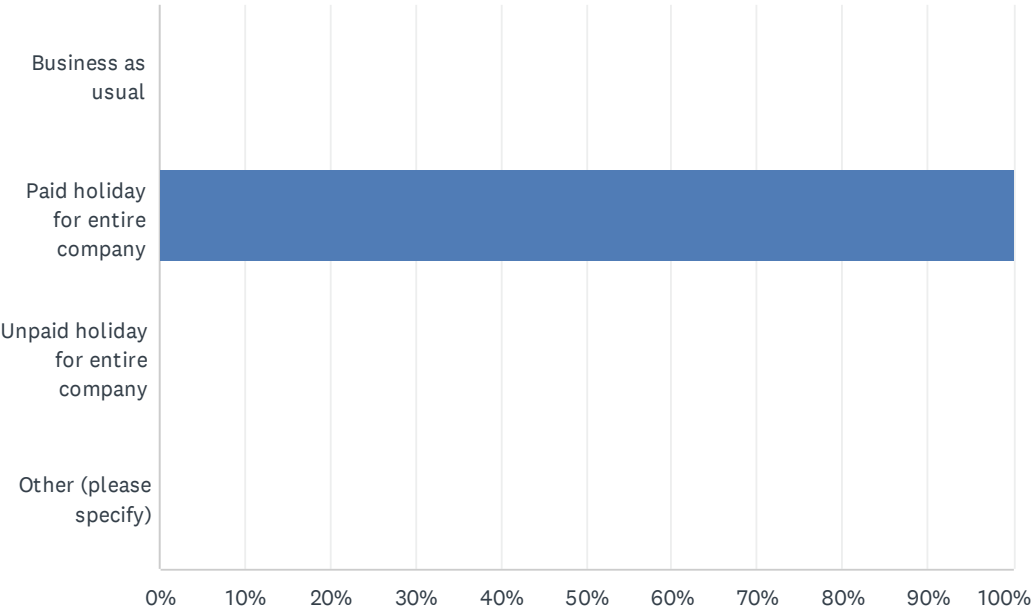
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	91.67%	22
Paid holiday for entire company	8.33%	2
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q14 Memorial Day, Monday, May 26th, 2025

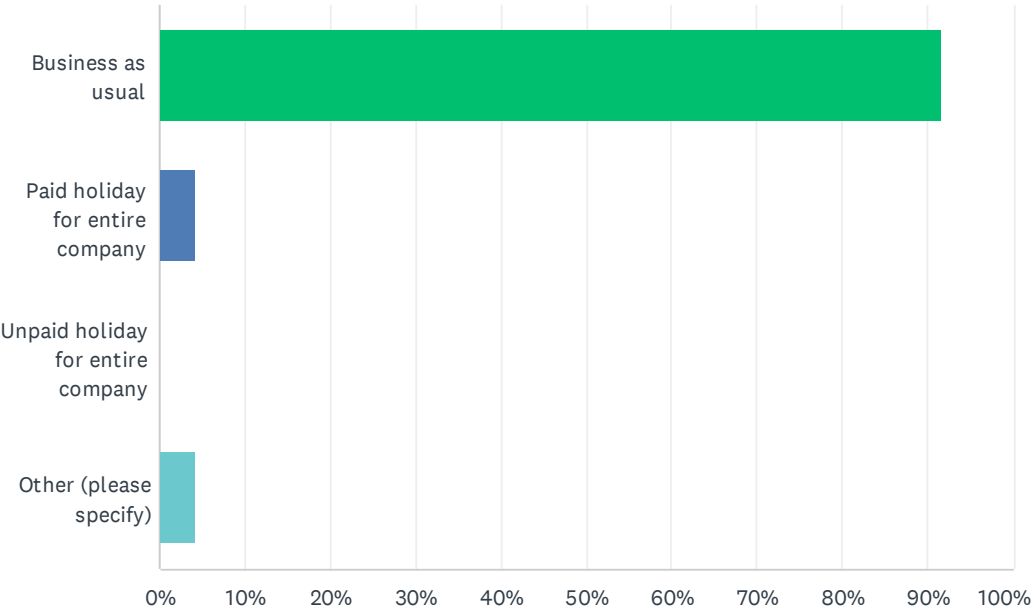
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	0.00%	0
Paid holiday for entire company	100.00%	24
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q15 Juneteenth, Thursday, June 19th, 2025

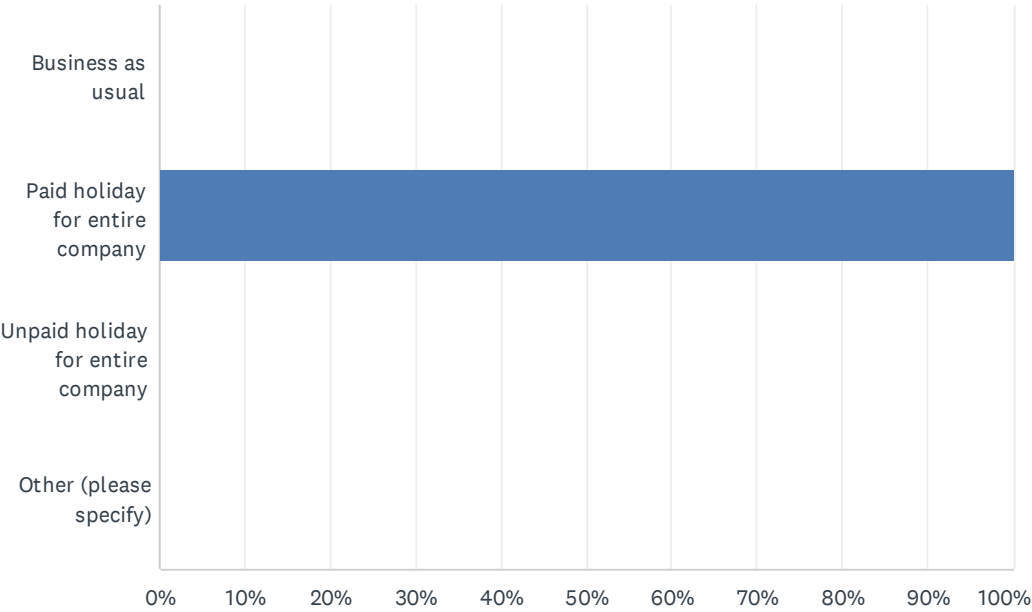
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	91.67%	22
Paid holiday for entire company	4.17%	1
Unpaid holiday for entire company	0.00%	0
Other (please specify)	4.17%	1
TOTAL		24

Q16 Independence Day, Friday, July 4th, 2025

Answered: 24 Skipped: 0



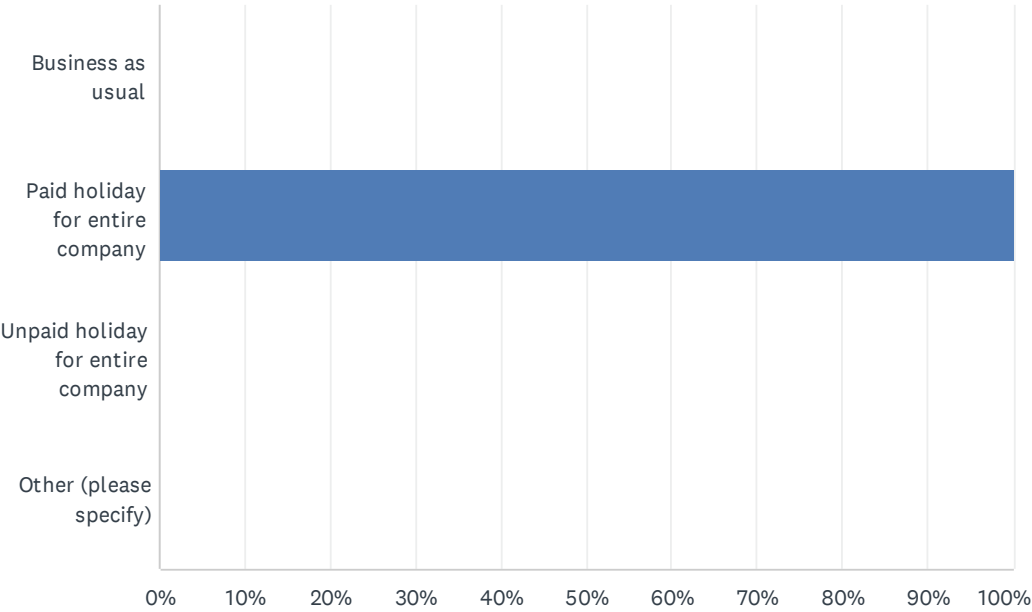
ANSWER CHOICES	RESPONSES	
Business as usual	0.00%	0
Paid holiday for entire company	100.00%	24
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q17 Any other paid holidays around Independence Day, 2025

Answered: 0 Skipped: 24

Q18 Labor Day, Monday, September 1, 2025

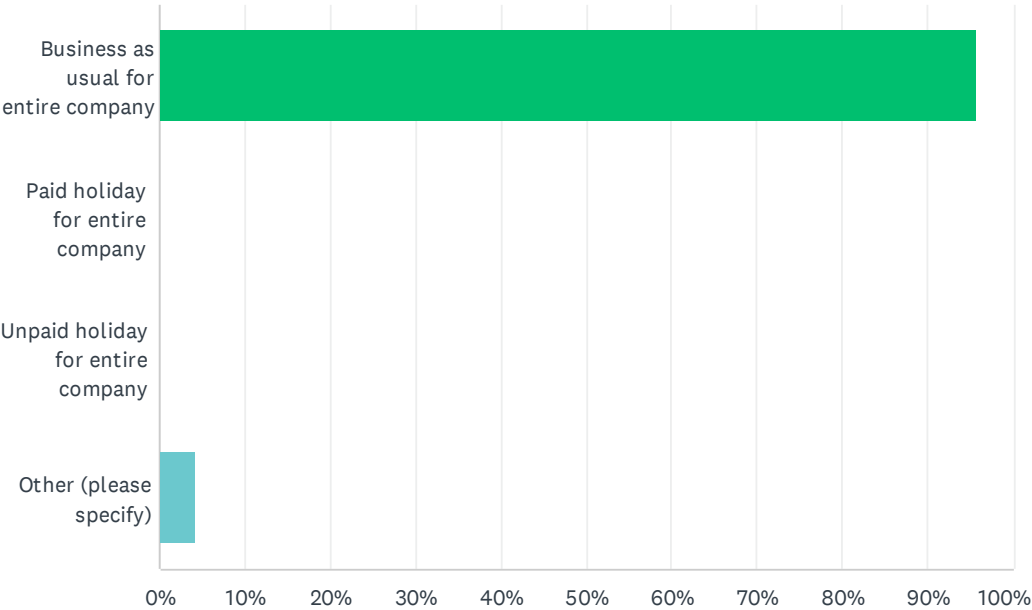
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	0.00%	0
Paid holiday for entire company	100.00%	24
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q19 Indigenous Peoples' Day/Columbus Day, Monday, October 13th, 2025

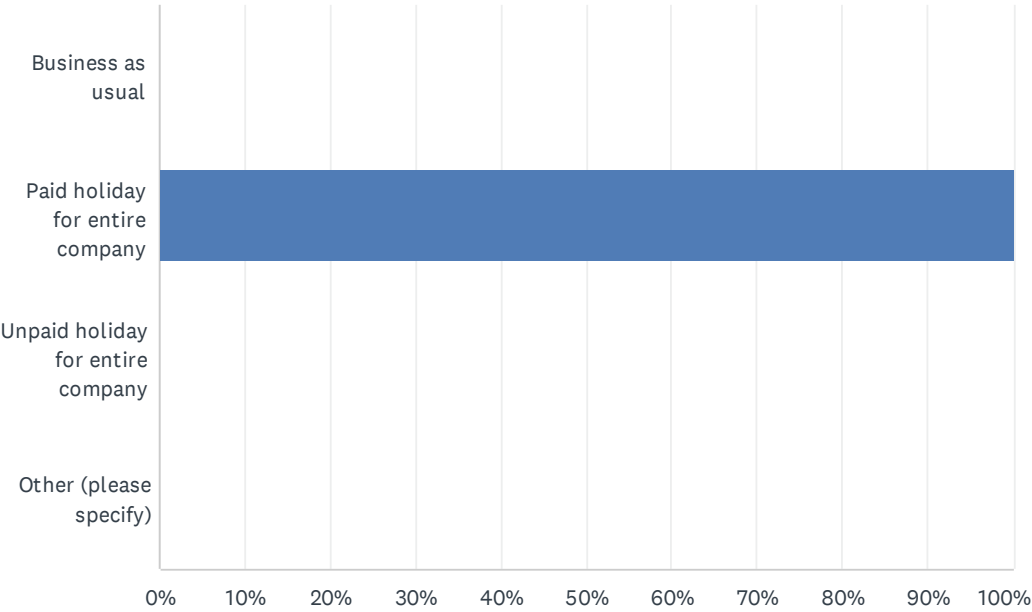
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual for entire company	95.83%	23
Paid holiday for entire company	0.00%	0
Unpaid holiday for entire company	0.00%	0
Other (please specify)	4.17%	1
TOTAL		24

Q20 Thanksgiving, Thursday, November 27th, 2025

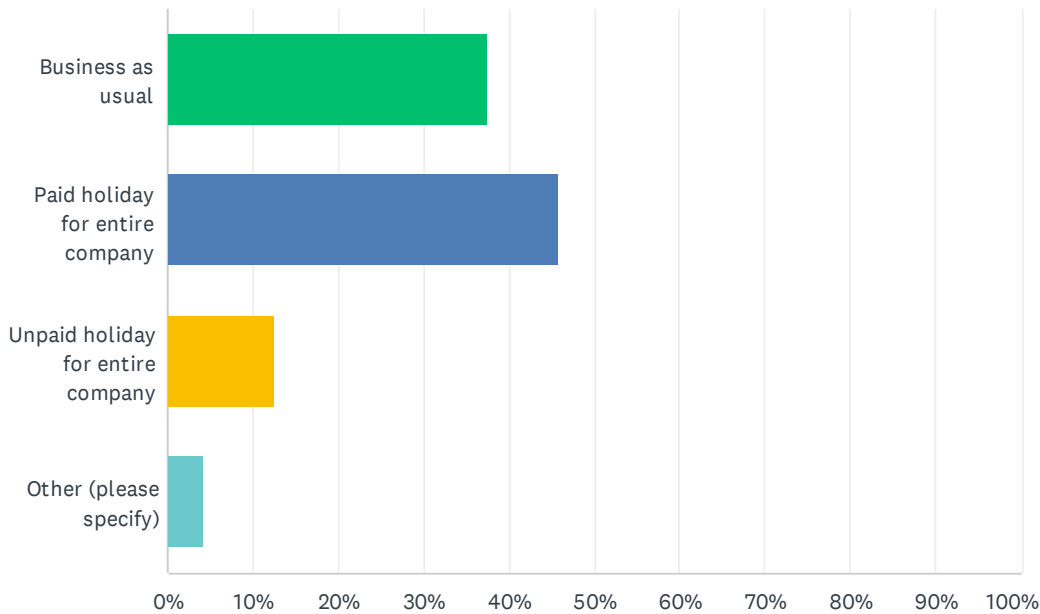
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	0.00%	0
Paid holiday for entire company	100.00%	24
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q21 Day after Thanksgiving, Friday, November 28th, 2025

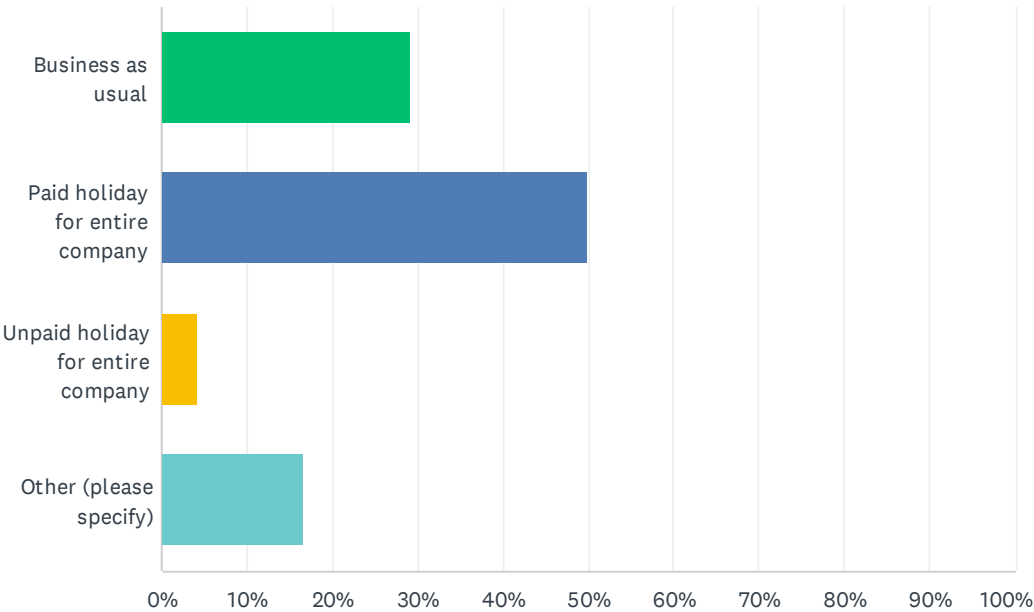
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	37.50%	9
Paid holiday for entire company	45.83%	11
Unpaid holiday for entire company	12.50%	3
Other (please specify)	4.17%	1
TOTAL		24

Q22 Christmas Eve, Wednesday, December 24th, 2025

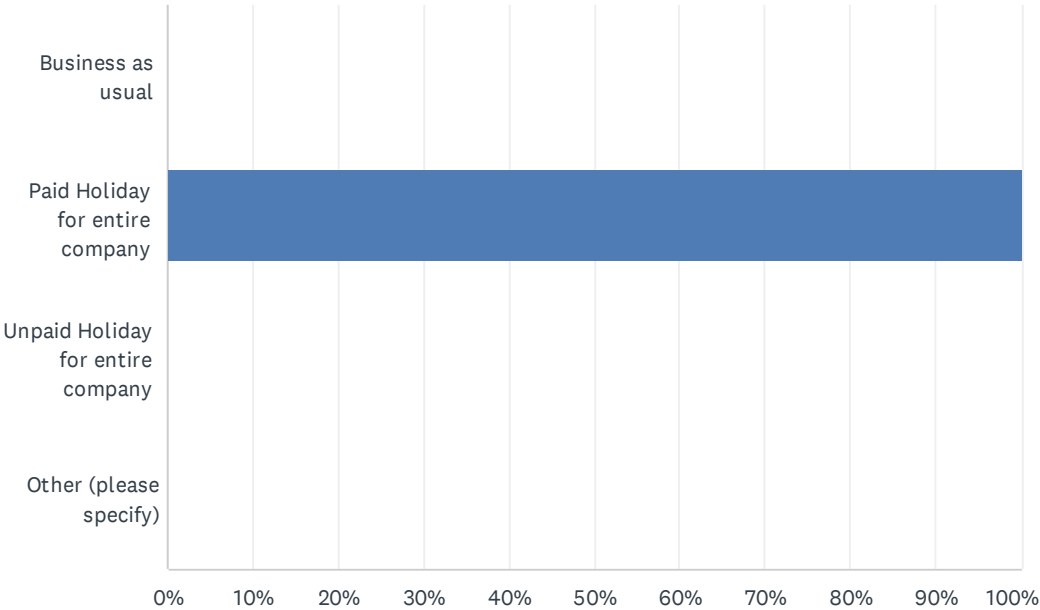
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	29.17%	7
Paid holiday for entire company	50.00%	12
Unpaid holiday for entire company	4.17%	1
Other (please specify)	16.67%	4
TOTAL		24

Q23 Christmas, Thursday, December 25th, 2025

Answered: 24 Skipped: 0



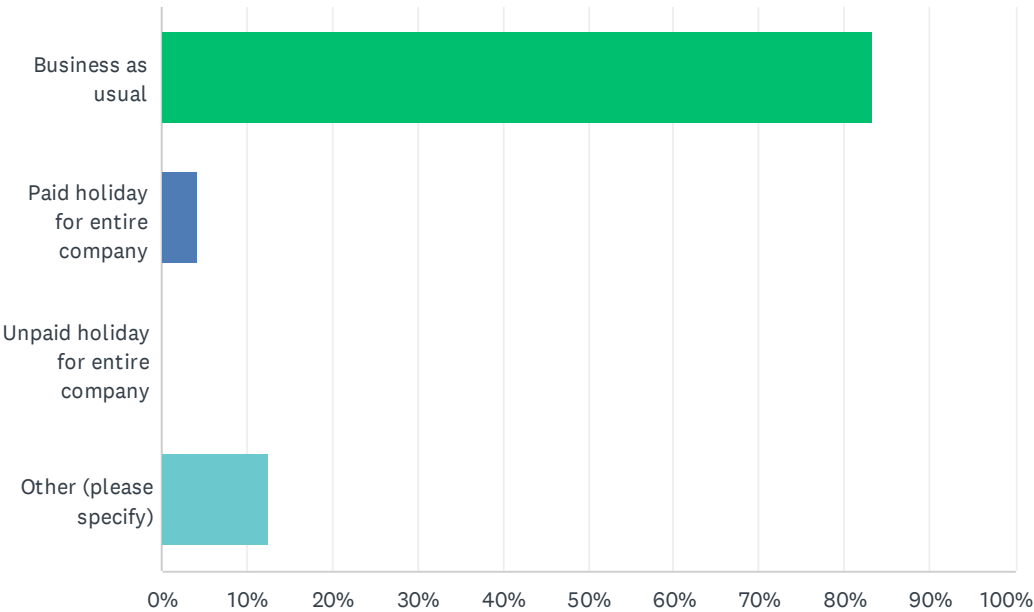
ANSWER CHOICES	RESPONSES	
Business as usual	0.00%	0
Paid Holiday for entire company	100.00%	24
Unpaid Holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q24 Other December Holidays 2025 please list.

Answered: 24 Skipped: 0

Q25 New Year's Eve, Wednesday, December 31st, 2025

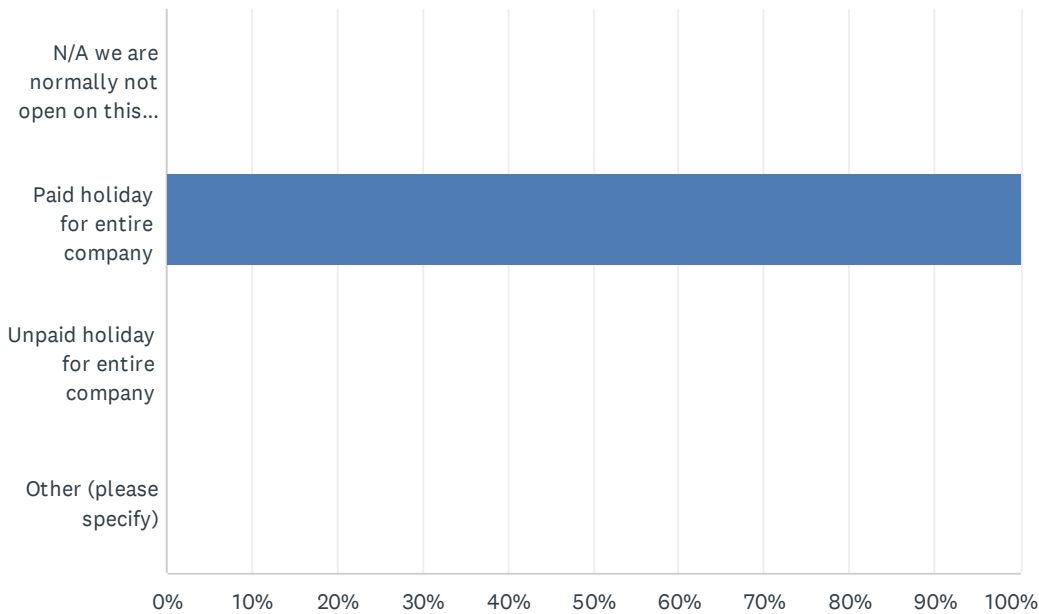
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business as usual	83.33%	20
Paid holiday for entire company	4.17%	1
Unpaid holiday for entire company	0.00%	0
Other (please specify)	12.50%	3
TOTAL		24

Q26 New Year's Day, Thursday, January 1st, 2026

Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
N/A we are normally not open on this day for business	0.00%	0
Paid holiday for entire company	100.00%	24
Unpaid holiday for entire company	0.00%	0
Other (please specify)	0.00%	0
TOTAL		24

Q27 Other New Year's Day holidays given in 2025 please list days.

Answered: 1 Skipped: 23

Q28 Total 2024/2025 Designated Holidays

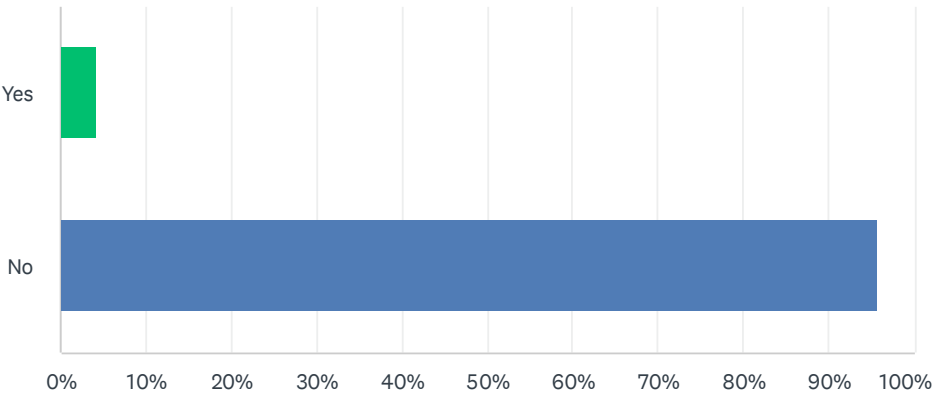
Answered: 11 Skipped: 13

Q29 List any 2024/2025 Floating Holidays

Answered: 6 Skipped: 18

Q30 Have you changed your holiday benefits this year?

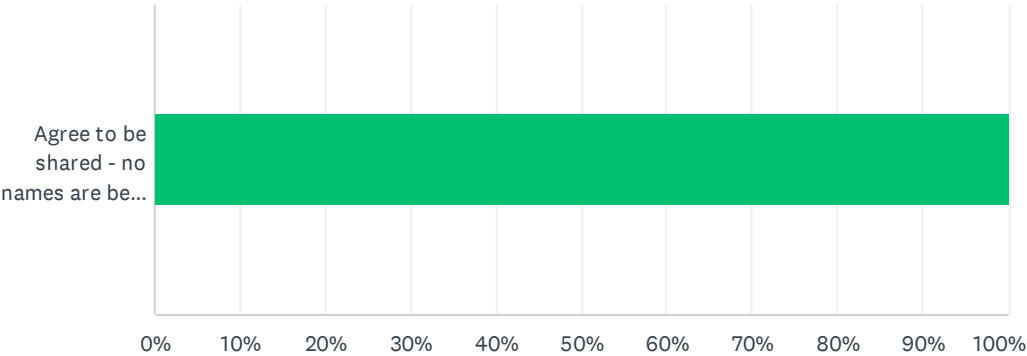
Answered: 24 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	4.17%	1
No	95.83%	23
TOTAL		24

Q31 Results will be shared at the PIM Connect Library & the PIM eLoupe.

Answered: 23 Skipped: 1



ANSWER CHOICES	RESPONSES	
Agree to be shared - no names are being collected for this survey.	100.00%	23
Total Respondents: 23		