RT Listserv Summary:
Paid Holidays and Floaters
April 2018

Dot Foods is interested in learning about paid holidays at other member companies. Please take a moment to answer the following questions:

- How many paid holidays do you provide?
- Do you offer any floating Holidays?
  - If yes:
    - What is your motivation behind offering floating Holidays?
    - Do you provide a list of days that floating Holidays can be taken on?
    - How do you manage floating Holidays for new hires? Is the time pro-rated based on start date?

*Kelly Oliver, Dot Foods, 25 April 2018*

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<tr>
<th>COMPANY, CONTACT NAME</th>
<th>COMMENT</th>
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<tbody>
<tr>
<td>Chubb Insurance Julie Flores <a href="mailto:julieflores@chubb.com">julieflores@chubb.com</a></td>
<td>Chubb typically offers 10 paid holidays. We do not offer floating holidays.</td>
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| Eli Lilly John Patton [patton.john_d@lilly.com](mailto:patton.john_d@lilly.com) | • How many paid holidays do you provide? 8 (NY Day, Memorial Day, July 4, Labor Day, Thanksgiving Day, day after Thanksgiving, Christmas Eve, Christmas Day)
  - Do you offer any floating Holidays? Yes
    - What is your motivation behind offering floating Holidays? “We recognize you have diverse interests, and we want you to have additional flexibility to celebrate days—holidays or other special occasions—that are important to you,” said John Lechleiter, Ph.D., chairman, president and CEO.
    - Do you provide a list of days that floating Holidays can be taken on? Yes
    - How do you manage floating Holidays for new hires? Is the time pro-rated based on start date? Employees are |
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| **FM Global**    | Mary Fox      | mary.fox@fmglobal.com | - **How many paid holidays do you provide?**
|                  |               |                     |  We offer a total of 12 paid holidays including floating holidays. Number of paid holidays vs. floating holidays are based on office location. |
|                  |               |                     | - **Do you offer any floating Holidays?** Yes, based on office location.  
|                  |               |                     |   - *Do you provide a list of days that floating Holidays can be taken on?* No  
|                  |               |                     |   - *How do you manage floating Holidays for new hires? Is the time pro-rated based on start date?* Employees hired on or after July 1, are eligible for half the allotted days. |
| **S&P Global**   | Karlene Hall  | karlene.hall@spglobal.com | - **How many paid holidays do you provide?**  
|                  |               |                     |   - New Year’s Day  
|                  |               |                     |   - Martin Luther King, Jr. Day  
|                  |               |                     |   - Presidents’ Day  
|                  |               |                     |   - Memorial Day  
|                  |               |                     |   - Independence Day  
|                  |               |                     |   - Labor Day  
|                  |               |                     |   - Thanksgiving Day  
|                  |               |                     |   - Day after Thanksgiving  
|                  |               |                     |   - Christmas Day  
|                  |               |                     | **At S&P Global, we offer the following:**  
|                  |               |                     |   - **Do you offer any floating Holidays?** Yes, we offer 3 floating Holidays to be used for religious observances, dependent care, or for other time-off needs.  
|                  |               |                     |   - **How do you manage floating Holidays for new hires? Is the time pro-rated based on start date?** Yes, there is a pro-ration.  
|                  |               |                     |     - *Anyone hired before March 31 is entitled to 3 days*  
|                  |               |                     |     - *Hired April – June entitled to 2 days*  
|                  |               |                     | **If a holiday falls on a Tuesday or Thursday, the company is closed on a Monday or Friday, respectively.**  
|                  |               |                     | **If a holiday falls on a Saturday or Sunday, the company is closed on the Friday or Monday, respectively.**  

| Sanofi  
|---|---|
| Ayelet Mosaffi  
Ayelet.Mosaffi@sanofi.com | • **How many paid holidays do you provide?**  
Vacation 15-30 days (depending on years of service), 3 Personal Days, 12 fixed holiday (including the week between Christmas & New Years)  
• **Do you offer any floating Holidays?** 2 Floating Holidays  
  o **What is your motivation behind offering floating Holidays?** To allow employees to utilize the days for whatever holiday they observe.  
  o **Do you provide a list of days that floating Holidays can be taken on?** No  
  o **How do you manage floating Holidays for new hires? Is the time pro-rated based on start date?** Currently, it is not pro-rated. |