



Holiday Policy

Human Resources –Effective January 1, 2026

Purpose

In recognition of your hard work and dedication, full-time employees will receive a total of **11 paid holidays**. The schedule allows for designated holidays along with three location specific holidays based on operating and business calendars. Part time employees will receive a premium rate of pay when working on a designated holiday.

Eligibility

All full-time and part-time, non-union employees are eligible to receive Holidays. Please see further below for part-time information.

Policy

Associates will receive 8 fixed paid holidays each year (as set forth in the table below) and 3 location-specific scheduled holidays, to be determined individually by corporate and park locations.

New Year's Eve	Day before Thanksgiving
New Year's Day	Thanksgiving Day
MLK Day	Christmas Eve
President's Day	Christmas Day
<i>*Location Specific*</i>	<i>*Location Specific*</i>
<i>*Location Specific*</i>	

Location-Specific Holidays

These holidays will be set by both Regional General Managers and individual park locations and communicated to Corporate HR by December 10th These holidays will be paid on the date set by each park.

Other Information

Company-designated holidays falling within an Associate's scheduled vacation will be paid as holiday pay and these days will not be deducted from the Associate's available vacation time.

An Associate on an authorized leave of absence will only be eligible for holiday pay when a designated Company holiday occurs during the first 12 weeks of his or her leave.

Full Time Associates

Hourly (non-exempt) Associates

- Full-time, hourly associates will be paid for eight (8) hours of Holiday Pay at their regular rate of pay for designated Company holidays. Hourly associates who work on a designated Company holiday will also receive their regular pay for any hours worked on the holiday.
- Hours paid as Holiday Pay will not be counted in determining eligibility for overtime.
- An hourly Associate who works on a designated Company holiday may be scheduled for an alternate day off without pay during the same pay week (Monday – Sunday).
- If an hourly Associate does not work his or her scheduled shift immediately preceding or following a holiday, appropriate documentation may be required to support the absence for the Associate to be eligible to receive Holiday Pay.

Salaried (exempt) Associates

- Salaried Associates will be paid for eight (8) hours of holiday pay at their regular rate of pay for designated Company holidays
- Salaried Associates required to work a full five-day (5) workweek during a designated holiday week must be scheduled to take an alternate day off during the pay period in which the holiday falls, or by the end of the following pay period.
- For designated Company holidays that fall on a salaried Associate's regularly scheduled day off, the Associate must be scheduled to take an alternate day off during the pay period in which the holiday falls or by the end of the following pay period.
- Alternate days off taken by salaried Associates must be taken in full eight-hour (8) increments.
- A salaried Associate who is due an alternate day off for a missed holiday should notify his or her supervisor immediately if the alternate day off is not scheduled by the end of the pay period following the pay period during which the holiday falls.
- Missed holiday(s) do not accrue and are not paid at termination.

Part-Time Associates

- Part-Time Associates who work on a designated Company holiday will be paid premium pay for the holiday at the rate of one-and-one-half (1½) times their regular rate of pay for any hours worked on the holiday.
- Part-Time Associates who do not work on a designated Company holiday will not be paid Holiday Pay.

This document is administered by Six Flags Entertainment Corporation, Human Resources. The Company reserves the right at any time to change, modify, or amend this policy in any respect, which may be retroactive to any date up to and including the effective date and is at the discretion of Six Flags Management. Exceptions to this policy may occur if necessary to comply with applicable laws. All other exceptions to this policy must be reviewed in advance and approved in writing by the Regional General Manager and Human Resources.