

| Sl.No | Public Holidays | Date | Day |
|--------------|---|-------------|------------|
| 1. | New Year's Day | 01.01.2024 | Monday |
| 2. | Pongal | 15.01.2024 | Monday |
| 3. | Thiruvalluvar Day | 16.01.2024 | Tuesday |
| 4. | Uzhavar Thirunal | 17.01.2024 | Wednesday |
| 5. | Thai Poosam | 25.01.2024 | Thursday |
| 6. | Republic Day | 26.01.2024 | Friday |
| 7. | Good Friday | 29.03.2024 | Friday |
| 8. | *Annual closing of Accounts for Commercial Banks & Co-operative Banks | 01.04.2024 | Monday |
| 9. | Telugu New Year's Day | 09.04.2024 | Tuesday |
| 10. | Ramzan (Idu'l Fitr) | 11.04.2024 | Thursday |
| 11. | Tamil New Year's Day / Dr. B.R.Ambedkar's Birthday | 14.04.2024 | Sunday |
| 12. | Mahaveer Jayanthi | 21.04.2024 | Sunday |
| 13. | May Day | 01.05.2024 | Wednesday |
| 14. | Bakrid (Idul Azha) | 17.06.2024 | Monday |
| 15. | Muharram | 17.07.2024 | Wednesday |
| 16. | Independence Day | 15.08.2024 | Thursday |
| 17. | Krishna Jayanthi | 26.08.2024 | Monday |
| 18. | Vinayakar Chathurthi | 07.09.2024 | Saturday |
| 19. | Milad-un-Nabi | 16.09.2024 | Monday |
| 20. | Gandhi Jayanthi | 02.10.2024 | Wednesday |
| 21. | Ayutha Pooja | 11.10.2024 | Friday |
| 22. | Vijaya Dasami | 12.10.2024 | Saturday |
| 23. | Deepavali | 31.10.2024 | Thursday |
| 24. | Christmas | 25.12.2024 | Wednesday |

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web both jcpenny and a relative have an interest or could benefit the same goes for decisions involving organizations where your relative has a business or personal relationship if in doubt or you are concerned about a perceived conflict it is your responsibility to disclose such relationships no relative of a jcpenny associate in a

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understand that it is my continuing responsibility to read and know its contents i understand and agree to abide by the policies set forth in the handbook i also understand and agree that the employee handbook is not an

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web ethics compliance ethical behavior is a vital part of jcpenny s values and our way of doing business how we conduct ourselves each day with associates customers stakeholders and vendors forms the basis of our reputation

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web the policies stated herein apply to all associates in the company its domestic subsidiaries and foreign subsidiaries to the extent permitted by law as well as to non jcpenny personnel including contractors consultants temporaries and other users all users are responsible for understanding these policies

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web our associates embody the jcpenny values of service passion energy inclusion and family in everything we do as a dedicated team of more than 50 000 people around the world our associates are the foundation of our success their passion energy and talent fuel our company s growth

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web only associates are permitted to use the jcp associate kiosk login portal associates can learn a great deal about their history and current status at the company through the portal things like pay stubs vacation days sick days personal days paid time off incentives assigned tasks weekly schedules and more can all be found in one place

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ethical and business standards outlined in jcpenny s statement of business ethics the owners of jcpenny consisting of simon
property group and brookfield asset management and our strategic partner authentic brands