



COMPANY HOLIDAY SCHEDULE – 2021

For American States Water Company and its subsidiaries (GSWC, BVESI, and the ASUS Group), the Company-observed holiday schedule for 2021 is as follows:

<u>HOLIDAY</u>	<u>DAY OBSERVED</u>	
New Year's Day (2021)	Friday	January 1, 2021
Martin Luther King Jr. Day	Monday	January 18, 2021
Presidents' Day	Monday	February 15, 2021
Memorial Day	Monday	May 31, 2021
Independence Day	Monday	July 5, 2021
Labor Day	Monday	September 6, 2021
Veterans' Day	Thursday	November 11, 2021
Thanksgiving Day	Thursday	November 25, 2021
Day-after-Thanksgiving	Friday	November 26, 2021
Christmas Eve	Thursday	December 23, 2021
Christmas Day	Friday	December 24, 2021
*New Year's Day (2022)	Friday	December 31, 2021
Your Birthday Holiday	**	

*While the Company normally provides 12 holidays per year, it will observe the New Year's Day 2022 holiday on Friday, December 31, 2021. Doing so offsets that there will be 11 rather than 12 company holidays in 2022.

**You may schedule your birthday holiday, with your supervisor, for a time that is in close proximity of your actual birthday (i.e., taken within the pay period before, during or after your actual birthday) and that is appropriate in terms of work flow. The Company's requirement is that the holiday will be used by you, within the pay period in which your birthday falls, or the pay period immediately before or immediately after your actual birthday. Any exceptions to this requirement must be approved by the responsible officer. Such exceptions are extremely rare and occur due to extenuating business or operational needs. Consequently, if an exception is granted, the birthday holiday is expected to be taken at the earliest practical time, given the business needs. Your birthday holiday may not, however, be rolled into the next calendar year or paid out upon termination.