Vacations, Holidays & Other Time Off (HQ & OHDC)

The company believes in taking time off to recharge and Torrid encourages you to use your earned time. All **regular full-time** associates receive Flex Time Off and Company Paid Holidays.

Flexible Time Off Accrual:

Length of Service	Bi-Weekly FTO Accrual	Annual FTO Accrual	Accrual Max
0 to 4 years	4.615 hours bi-weekly	120 hours / 3 weeks	180 hours / 4.5 weeks
5 to 9 years	6.153 hours bi-weekly	160 hours / 4 weeks	240 hours / 6 weeks
10 to 19 years	7.682 hours bi-weekly	200 hours / 5 weeks	300 hours / 7.5 weeks
20+ years	9.230 hours bi-weekly	240 hours / 6 weeks	360 hours / 9 weeks

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2026 Company Paid Holidays:

- New Year's Day
- MLK Day of Service
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- One Personal Holiday per Calendar Year

All regular, part-time associates receive time and a half for worked hours on company paid holidays.

All regular, part-time associates are eligible for city, county, or state mandated sick leave as required by law. **See SOP 5025 for more information.**