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HOLIDAYS

The Company currently provides the following paid holidays:

January 1st
Memorial Day
July 4th
Labor Day
Thanksgiving Day
Day After Thanksgiving
December 25th

Eligibility for Holiday Pay:

- Regular full-time employees are eligible for holiday pay upon active employment.
- In order to receive holiday pay, employees must work the last complete scheduled work day before the holiday and the next complete scheduled work day after the holiday. A scheduled day is one in which you are required to work and have received paid hours for the day.

(An absence from either day will result in the employee being not eligible for any holiday pay.)

If a holiday falls during a vacation, it will be credited as a holiday and not counted as a vacation day. If a holiday occurs on Saturday, the holiday may be observed on the preceding Friday. In most cases, if the holiday occurs on Sunday, the holiday will be observed on the following Monday.

Holiday time will not be considered as time worked for computing overtime.