

Company Observed Holiday Schedule for 2023-2025

The Heritage Group*



Holiday	2023	2024	2025
New Year's Day	Friday, January 2	Monday, January 1	Wednesday, January 1
Martin Luther King Jr. Day	Monday, January 16	Monday, January 15	Monday, January 20
Memorial Day	Monday, May 29	Monday, May 27	Monday, May 26
Independence Day	Tuesday, July 4	Thursday, July 4	Friday, July 4
Labor Day	Monday, September 4	Monday, September 2	Monday, September 1
Thanksgiving	Thursday, November 23	Thursday, November 28	Thursday, November 27
Day After Thanksgiving	Friday, November 24	Friday, November 29	Friday, November 28
Christmas Eve Day	Friday, December 22	Tuesday, December 24	Wednesday, December 24
Christmas Day	Monday, December 25	Wednesday, December 25	Thursday, December 25
New Year's Eve Day	Friday, December 29	Tuesday, December 31	Wednesday, December 31
Floating Holiday	** See rules below for usage	** See rules below for usage	** See rules below for usage

***This calendar applies to the following companies:**

Asphalt Materials, US/Heritage Aggregates, Milestone Contractors, The Heritage Group Corporate, Heritage Research Group, Pavement Maintenance, Bituminous Materials & Supply, Emulsicoat, Laketon Refining

Note: Union employees reference your union contract

**** Floating Holiday Usage Rules**

Floating holiday must be scheduled & approved by supervisor in advance according to local business guidelines. Any unused holidays do not carry over to the next year and are not payable upon separation. (Part-time, seasonal, and intern employees are not eligible for the floating holiday.)

If you have questions regarding your specific holiday schedule, please see your manager, HR Business Partner, or contact HR Shared Services for assistance at HRSS@thgrp.com or 800-303-0408.