



2023 COMPANY OBSERVED HOLIDAY SCHEDULE

	<u>OBSERVED</u>
New Year's Day (2023)	Monday, January 2
Martin Luther King Jr. Day (NEW)	Monday, January 16
Good Friday	Friday, April 7
Memorial Day	Monday, May 29
Independence Day/4th of July	Tuesday, July 4
Labor Day	Monday, September 4
Thanksgiving Day	Thursday, November 23
Day after Thanksgiving	Friday, November 24
Christmas Eve	Friday, December 22
Christmas Day	Monday, December 25
New Year's Eve	Friday, December 29
<i>2024 New Year's Day</i>	<i>Monday, January 1, 2024</i>

If you have any questions regarding this schedule, please contact Human Resources at HeritageHR_Payroll@heritage-enviro.com. NOTE: Holiday observance may fall into a different year changing the number of holidays offered per year.