

# Company Observed Holiday Schedule for 2024-2026

## The Heritage Group\*



Holiday	2024	2025	2026
New Year's Day	Monday, January 1	Wednesday, January 1	Thursday, January 1
Martin Luther King Jr. Day	Monday, January 15	Monday, January 20	Monday, January 19
Memorial Day	Monday, May 27	Monday, May 26	Monday, May 25
Independence Day	Thursday, July 4	Friday, July 4	Friday, July 3
Labor Day	Monday, September 2	Monday, September 1	Monday, September 7
Thanksgiving	Thursday, November 28	Thursday, November 27	Thursday, November 26
Day After Thanksgiving	Friday, November 29	Friday, November 28	Friday, November 27
Christmas Eve Day	Tuesday, December 24	Wednesday, December 24	Thursday, December 24
Christmas Day	Wednesday, December 25	Thursday, December 25	Friday, December 25
New Year's Eve Day	Tuesday, December 31	Wednesday, December 31	Thursday, 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, 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.