

# Company Observed Holiday Schedule for 2025-2026



If you have questions regarding your specific holiday schedule, please see your manager, HR Business Partner, or contact Employee Hub for assistance at [EmployeeHub@thgrp.com](mailto:EmployeeHub@thgrp.com) or 800-303-0408.

	2025	2026
<b>New Year's Day</b>	Wednesday, January 1	Thursday, January 1
<b>Martin Luther King Jr. Day</b>	Monday, January 20	Monday, January 19
<b>Memorial Day</b>	Monday, May 26	Monday, May 25
<b>Independence Day</b>	Friday, July 4	Friday, July 3
<b>Labor Day</b>	Monday, September 1	Monday, September 7
<b>Thanksgiving</b>	Thursday, November 27	Thursday, November 26
<b>Day After Thanksgiving</b>	Friday, November 28	Friday, November 27
<b>Christmas Eve Day</b>	Wednesday, December 24	Thursday, December 24
<b>Christmas Day</b>	Thursday, December 25	Friday, December 25
<b>New Year's Eve Day</b>	Wednesday, December 31	Thursday, December 31
<b>Floating Holiday</b>	** See rules below	** See rules below

## 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.)