

Company Observed Holiday Schedule for 2026-2027



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 or 800-303-0408.

	2026	2027
New Year's Day	Thursday, January 1	Friday, January 1
Martin Luther King Jr. Day	Monday, January 19	Monday, January 18
Memorial Day	Monday, May 25	Monday, May 31
Independence Day	Friday, July 3	Monday, July 5
Labor Day	Monday, September 7	Monday, September 6
Thanksgiving	Thursday, November 26	Thursday, November 25
Day After Thanksgiving	Friday, November 27	Friday, November 26
Christmas Eve Day	Thursday, December 24	Friday, December 24
Christmas Day	Friday, December 25	Monday, December 27
New Year's Eve Day	Thursday, December 31	Friday, December 31
Floating Holiday	** See rules below	** See rules below

This calendar applies to the following companies:

- Asphalt Materials, US 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.)

