



## 2021 COMPANY HOLIDAY SCHEDULE

For budgeting and planning purposes, all **non-represented** employees will observe the following holidays on the dates indicated below.

<b>Holiday</b>	<b>Date Observed</b>
New Year's Day	Friday, January 1, 2021
Martin Luther King Jr. Day	Monday, January 18, 2021
Memorial Day	Monday, May 31, 2021
Independence Day	Monday, July 5, 2021
Labor Day	Monday, September 6, 2021
Veterans Day	Thursday, November 11, 2021
Thanksgiving Day	Thursday, November 25, 2021
Day after Thanksgiving	Friday, November 26, 2021
Christmas Eve	Thursday, December 23, 2021
Christmas Day	Friday, December 24, 2021
New Year's Day	Friday, December 31, 2021

The Company will observe eleven holidays in calendar year 2021 – New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Day (2022).

Employees represented by a labor union should refer to their respective labor agreements for information regarding observed holidays in calendar year 2021.

Please inform the employees in your organization of this schedule. This information is posted in the Time-Off Programs section of the Employee Handbook on SharePoint.