

EXCEPTIONAL FORESTERS INC.

RECOGNIZED HOLIDAYS

Our organization observes a set of recognized holidays each year to provide employees with time to rest, celebrate, and spend time with family and loved ones. These holidays are typically aligned with commonly observed federal holidays in the United States. Eligible employees may receive holiday pay or premium pay for working on designated holidays, in accordance with company policy. Specific holiday schedules, and compensation details are outlined in the company's policies and may vary by position, department, and operational needs.



NEW YEARS DAY

January 1st



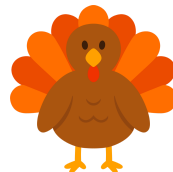
LABOR DAY

1st Monday of September.



MLK JR DAY

3rd Monday of January



THANKSGIVING DAY

4th Thursday of November.



MEMORIAL DAY

Last Monday of May.



CHRISTMAS DAY

25th of December.



INDEPENDENCE DAY

4th of July.



JUNETEENTH

19th of June.