



MASONITE®

2023 HOLIDAY CALENDAR – US

New Year's Day	Monday	January 2, 2023
Martin Luther King Jr Day	Monday	January 16, 2023
Memorial Day	Monday	May 29, 2023
Independence Day	Tuesday	July 4, 2023
Labor Day	Monday	September 4, 2023
Thanksgiving Day	Thursday	November 23, 2023
Day After Thanksgiving	Friday	November 24, 2023
Christmas Day	Monday	December 25, 2023
Day After Christmas	Tuesday	December 26, 2023

Two (2) Floating Holidays per year are available for employees (pro-rated for new hires – see Vacation policy). Note: each facility may designate specific day(s) for shutdown periods and require employees to use their Floating Holiday(s) and/or accrued Vacation time for a portion of the shutdown period.

Important Payroll notes:

- > For hourly and salaried, non-exempt employees (i.e., overtime-eligible), Holiday Pay hours count toward overtime eligibility, while Floating Holiday hours do not, unless a Floating Holiday is required to be used by all employees at a location due to a scheduled facility shutdown day
- > Holiday Pay will be paid to employees for Company Holidays occurring on a scheduled work day; Holiday Pay will not be paid to employees who are not normally scheduled to work on the Company Holiday
- > Holiday Pay (including Floating Holiday Pay) will be paid the same number of hours as the employee's scheduled shift (e.g., 8, 10 or 12 hours as scheduled)
- > Employees must work their scheduled shift before and scheduled shift after the Company Holiday in order to receive Holiday Pay (this excludes scheduled time off, approved by your manager)