COMPANY OBSERVED HOLIDAYS

1. **New Year's Eve**: Half Day (7:30 a.m. – 11:30 a.m.) December 31
2. **New Year's Day**, January 01
3. **Memorial Day** (last Monday of May)
4. **Kamehameha Day**, June 11
5. **Independence Day**, July 4
6. **Labor Day** (first Monday of September)
7. **Thanksgiving Day** (fourth Thursday of November)
8. **Day After Thanksgiving**
9. **Christmas Eve**: Half Day (7:30 a.m. – 11:30 a.m.) , December 24
10. **Christmas Day**, December 25

Observed holidays that fall on a weekend may be recognized on an alternate business day, as determined by Company Management.