MEMORANDUM

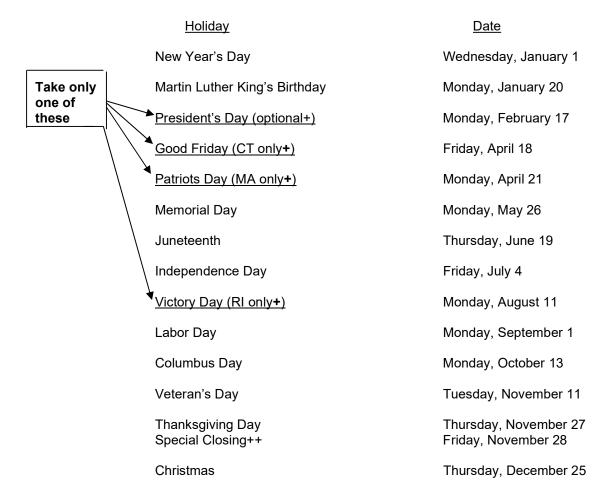
TO: All Employees

FROM: Terri MacLean

DATE: November 13, 2024

SUBJECT: 2025 Holiday Schedule

The Company's schedule of holidays for the Year 2025 is as follows:



The first holiday (New Year's) for 2026 falls on Thursday, January 1, 2026.

- +Employees should take the State holiday for the state in which they work or replace the state holiday with President's Day.
- ++Employees covering site may take an alternate day.

All eligible employees will be paid for a total of 12 Holidays in calendar year 2025.