



2018 HOLIDAY SURVEY

PLANT SHUT DOWN

Mid-Year 3%

Year-End 8%

FLOATING HOLIDAYS

1 Day 23%

2 Day 10%

3 Days 3%

HOLIDAY COMPENSATION FOR EXEMPT EMPLOYEES?

Do not offer special pay 60%

Comp-time 18%

Other (i.e. Dictated by union or additional floating days) 13%

Day's pay + regular pay 4%

HOLIDAY COMPENSATION FOR NON-EXEMPT EMPLOYEES?

Day's pay + regular pay 32%

Day's pay + time and a half 28%

Day's pay + double time 6%

Do not offer special pay 17%

Other (i.e. holiday pay + regular pay, or additional floating day) 11%

Comp-time 4%

Below results reflect the percentage of companies observing key holidays in 2018.



NEW YEAR'S DAY

MONDAY JANUARY 1 72%

FRIDAY DECEMBER 29 & MONDAY JANUARY 1 18%

HALF DAY FRIDAY DECEMBER 29 & MONDAY JANUARY 1 4%



MARTIN LUTHER KING DAY

MONDAY, JANUARY 15 30%



PRESIDENT'S DAY

MONDAY FEBRUARY 19 22%



GOOD FRIDAY

FULL DAY FRIDAY, MARCH 30 25%

HALF DAY FRIDAY, MARCH 30 1%



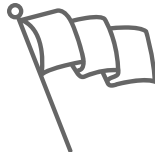
MEMORIAL DAY

MONDAY, MAY 28 94%



INDEPENDENCE DAY

WEDNESDAY JULY 4 94%



LABOR DAY

MONDAY, SEPTEMBER 3 95%



COLUMBUS DAY

MONDAY, OCTOBER 8 8%



VETERAN'S DAY

MONDAY, NOVEMBER 12 18%

NOT OBSERVING SINCE ON A SUNDAY 3%



THANKSGIVING DAY

THURSDAY, NOVEMBER 22 18%

THURSDAY & FRIDAY NOV. 24 78%



CHRISTMAS DAY

TUESDAY, DECEMBER 25 27%

MONDAY & TUESDAY DECEMBER 25 53%

CLOSED BETWEEN CHRISTMAS & NEW YEAR 9%