



Holiday Schedule 2020

The following schedule lists the holidays recognized by Xenith Solutions for 2020 and the dates on which they are observed:

- | | |
|---------------------|--------------------------------|
| 1. New Year's Day | Wednesday, 1 January 2020 |
| 2. Memorial Day | Monday, 25 May 2020 |
| 3. Independence Day | Friday, 3 July 2020 (observed) |
| 4. Labor Day | Monday, 7 September 2020 |
| 5. Veterans Day | Wednesday, 11 November 2020 |
| 6. Thanksgiving | Thursday, 26 November 2020 |
| 7. Christmas Day | Friday, 25 December 2020 |

3 Floating Holidays – Employee's Choice

The three floating holidays may be taken at any time during the year. The holidays may be used to observe birthdays, religious holidays, or to extend other holiday observances. Please obtain prior approval from your manager before scheduling your floating holiday. Floating holidays must be used for government holidays that Xenith Solutions does not observe if your customer will not allow you to work from a remote location on these days.