



Tempco Electric Heater Corporation Holiday Schedule – 2026

I am pleased to announce the following paid holiday schedule for the remainder of 2026 and the New Year’s Day holiday for 2027:

<u>Holiday</u>	<u>Observation Day</u>
Employee Birthday (after completing one year of service)	Month of Birthday
Good Friday	Friday, April 3, 2026
Memorial Day	Monday, May 25, 2026
Independence Day	Friday, July 3, 2026
Labor Day	Monday, September 7, 2026
Thanksgiving Day	Thursday, November 26, 2026
Day after Thanksgiving	Friday, November 27, 2026
Christmas Eve	Thursday, December 24, 2026
Christmas Day	Friday, December 25, 2026
New Year’s Eve	Thursday, December 31, 2026
New Year’s Day	Friday, January 1, 2027

Be advised that holiday pay is available only for those employees deemed eligible pursuant to Company policy as outlined in the employee handbook.

Best wishes to all employees and their families for a healthy and safe 2026 year!

Fermin A. Adames