

A MESSAGE FROM  
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**To: U.S. Associates**

**December 12, 2022**

As JELD-WEN continues to foster an inclusive workplace, I am pleased to share that we are adding two paid floating holidays to the 2023 holiday policy. These two paid floating holidays provide employees time to celebrate government, religious, or personal events and traditions on a day of their choice, with pre-approval from management.

The following 10 paid holidays will be observed for U.S. employees in 2023:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day
- Two Floating Holidays

You will find the policy on the [Global Policy Portal](#), as well as a detailed FAQ [here](#).

Thank you for making JELD-WEN a great place to work.

Tim