



2026 Holiday Schedule

All Employees (non-union)

All regular, full-time employees who are actively employed are eligible to be paid for the holidays observed according to the company holiday schedule and the OSI Holiday Policy. The following schedule of holidays will be observed in 2026 by all eligible non-union employees.

New Year's Day	Thursday January 1, 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
Two (2) Personal Floating Day*	Pre-approved Day of Employee's Choice

Please note when a holiday falls on a Sunday, the following Monday will be observed. When the holiday falls on a Saturday, the Friday before the holiday will be observed.

*In addition to the eight (8) scheduled holidays, you may take two (2) paid floating holiday on the date of your choice. A few notes:

- You may use this day to observe a holiday that is not on the regular holiday schedule, or any other day when you would normally be scheduled to work.
- Be sure to get your manager's approval for the day off just as you would a vacation day.
- Floating holiday cannot be carried over to the following year nor are they paid out at the time of termination.

Pete Rose
Executive Vice President, North America



2026 Holiday Schedule

Ashland (Union Employees)

All regular, full time union employees who are actively employed are eligible to be paid for the holidays observed according to the CBA holiday schedule. The following schedule of holidays will be observed in 2026 by all union employees assigned to work at the location above.

New Year's Day	Thursday January 1, 2026
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	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

Please note when a holiday falls on a Sunday, the following Monday will be observed. When the holiday falls on a Saturday, the Friday before the holiday will be observed.

These days shall be considered holidays during which there will be no regular production except in case of emergency, or for those jobs which are in continuous operation.

Pete Rose
Executive Vice President, North America



2026 Holiday Schedule

Ft. Atkinson (Union Employees)

The following schedule of holidays will be observed in 2026 by all **Union** employees assigned to work at the location above.

New Year's Day	Thursday January 1, 2026
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
2 Personal Paid Holidays (PPH)*	Pre-approved Days of Employee's Choice

These holidays are shut down days when no production shall occur except for compelling circumstances disclosed in advance.

Please note when a holiday falls on a Sunday, the following Monday will be observed. When the holiday falls on a Saturday, the Friday before the holiday will be observed.

*In addition to the scheduled holidays, you may take two (2) PPH on the date of your choice. You may use it to observe a holiday that is not on the regular holiday schedule, or any other day when you would normally be scheduled to work. Be sure to get your manager's approval for the day off just as you would a vacation day.

Pete Rose
Executive Vice President, North America



2026 Holiday Schedule

Geneva (UFCW Union Employees)

The following schedule of holidays will be observed in 2026 by all **UFCW Union** employees assigned to work at the location above.

New Year's Day	Thursday January 1, 2026
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	Thursday November 26, 2026
Day After Thanksgiving	Friday November 27, 2026
Christmas's Eve*	Thursday December 24, 2026
Christmas Day	Friday December 25, 2026
New Year's Eve*	Thursday December 31, 2026

These days shall be considered holidays during which there will be no regular production except in case of emergency, or for those jobs which are in continuous operation.

Please note when a holiday falls on a Sunday, the following Monday will be observed. When the holiday falls on a Saturday, the Friday before the holiday will be observed.

*The company and employees may agree that these holidays will be observed on an alternate day by mutual agreement in writing.

Pete Rose
Executive Vice President, North America



2026 Holiday Schedule

Major (Teamsters Union Employees)

The following schedule of holidays will be observed in 2026 by all **Teamsters Union** employees assigned to work at the location above.

New Year's Day	Thursday January 1, 2026
Good Friday	Friday April 3, 2026
Memorial Day	Monday May 25, 2026
Independence Day	Friday July 3, 2026
Labor Day	Monday September 7, 2026
Veteran's Day	Wednesday November 11, 2026
Thanksgiving Day	Thursday November 26, 2026
Day After Thanksgiving	Friday November 27, 2026
Christmas Day	Friday December 25, 2026
Birthday Holiday*	As applicable

Please note when a holiday falls on a Sunday, the following Monday will be observed. When the holiday falls on a Saturday, the Friday before the holiday will be observed.

*The employee must have completed his/her probationary period and must file his/her request two (2) weeks prior to his/her birthday.

Pete Rose
Executive Vice President, North America



2026 Holiday Schedule

Major (UFCW Union Employees)

The following schedule of holidays will be observed in 2026 by all **UFCW Union** employees assigned to work at the location above.

New Year's Day	Thursday January 1, 2026
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	Thursday November 26, 2026
Day After Thanksgiving	Friday November 27, 2026
Christmas's Eve	Thursday December 24, 2026
Christmas Day	Friday December 25, 2026
New Year's Eve	Thursday December 31, 2026

These days shall be considered holidays during which there will be no regular production except in case of emergency, or for those jobs which are in continuous operation.

Please note when a holiday falls on a Sunday, the following Monday will be observed. When the holiday falls on a Saturday, the Friday before the holiday will be observed.

*The Company and the employees may agree that Good Friday will be observed on Good Friday or on the Saturday following Good Friday or on Monday following Easter Sunday.

Pete Rose
Executive Vice President, North America



2026 Holiday Schedule

Racine (Teamsters Union Employees)

The following schedule of holidays will be observed in 2026 by all **Teamsters Union** employees assigned to work at the location above.

New Year's Day	Thursday January 1, 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
Christmas Day	Friday December 25, 2026
Four (4) Additional Paid Holidays*	To be announced by the company in January

These days shall be considered holidays during which there will be no regular production except in case of emergency, or for those jobs which are in continuous operation.

*In January of each year, the Company will notify the Union of four (4) additional holidays that will be observed in that calendar year. Said holidays shall be observed on their calendar dates except holidays falling on Sunday, which will be observed the following Monday.

When the holiday falls on a Saturday, the Friday before the holiday will be observed.

Pete Rose
Executive Vice President, North America



2026 Holiday Schedule

Racine (UFCW Union Employees)

The following schedule of holidays will be observed in 2026 by all **UFCW Union** employees assigned to work at the location above.

New Year's Day	Thursday January 1, 2026
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 Day	Friday December 25, 2026

These days shall be considered holidays during which there will be no regular production except in case of emergency, or for those jobs which are in continuous operation.

Please note when a holiday falls on a Sunday, the following Monday will be observed. When the holiday falls on a Saturday, the Friday before the holiday will be observed.

Pete Rose
Executive Vice President, North America