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IMPAC MEMORANDUM

TO: ALL EMPLOYEES
FROM: MICHELLE SLOAN
SUBJECT: 2026 HOLIDAY SCHEDULE
DATE: 11/21/2025

IMPAC HOLIDAY SCHEDULE FOR 2026

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|---|-----------------|--------------------------|
| *New Year's Day | Thursday | January 1, 2026 |
| Martin Luther King Day | Monday | January 19, 2026 |
| Presidents' Day | Monday | February 16, 2026 |
| Good Friday | Friday | April 3, 2026 |
| Memorial Day | Monday | May 25, 2026 |
| Juneteenth (holiday swap for Columbus Day) | Friday | June 19, 2026 |
| Independence Day (observed) | 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 |
| *New Year's Day | Friday | January 1, 2027 |

Employees with full-time status who have worked longer than 90 days will receive 8 hours holiday pay for each of the holidays above. **The main offices will close at 3 pm the business day preceding the holidays in bold with an asterisk (*).** IMPAC reserves the right to remove or change the 3 pm closing date before any holiday. Certain stipulations apply to those that are in on-site offices. Early closing time will be confirmed prior to the holiday.