

# 2026 Holiday Schedule – US

**OBSERVED HOLIDAYS.** The International Foundation will observe ten (10) paid holidays in 2026 for which the US offices and business operations are closed. Below is the holiday schedule for employees based in the US for the 2026 Calendar Year.

US EMPLOYEES	
2026 Holidays	Observed/Closure Date
2026 - New Years Day <i>First of January</i>	Thursday, January 1, 2026
Martin Luther King, Jr. Day	Monday, January 19, 2026
Memorial Day <i>Last Monday in May</i>	Monday, May 25, 2026
Independence Day <i>Fourth of July</i>	Observed on Friday, July 3, 2026
Labor Day <i>First Monday in September</i>	Monday, September 7, 2026
Thanksgiving Day <i>Last Thursday in November</i>	Thursday, November 26, 2026
Day After Thanksgiving <i>Last Friday in November</i>	Friday, November 27, 2026
Christmas Eve <i>24<sup>th</sup> of December</i>	Thursday, December 24, 2026
Christmas Day <i>25<sup>th</sup> of December</i>	Friday, December 25, 2026
New Year's Eve <i>31<sup>st</sup> of December</i>	Thursday, December 31, 2026
2027 - New Year's Day <i>First of January</i>	Friday, January 1, 2027

## US FLOATING HOLIDAYS.

We acknowledge that not all customs, traditions and observances will fall within our annually-posted observed holiday schedule. To honor and recognize the diversity of our team, we also offer our US-based employees up-to three (3) Floating Holidays per full year worked to be used at each employee's discretion. *Please refer to the Employee Handbook for details on using Floating Holidays.*

# 2026 Holiday Schedule – CAN

**OBSERVED HOLIDAYS.** The International Foundation will observe ten (10) paid holidays in 2026 for which the Canada business operations are closed. Below is the holiday schedule for employees based in Canada for the 2026 Calendar Year. *\*Note: 8 are shared holidays and 2 are provincially-assigned.*

CANADIAN EMPLOYEES	
2026 Holidays	Observed/Closure Date
2026 - New Years Day <i>First (1<sup>st</sup>) of January</i>	Thursday, January 1, 2026
Good Friday <i>Friday before Easter</i>	Friday, April 3, 2026
Victoria Day / National Patriots Day <i>Monday Prior to 25<sup>th</sup></i>	Monday, May 18, 2026
Canada Day <i>First (1<sup>st</sup>) of July</i>	Wednesday, July 1, 2026
Labour Day <i>1<sup>st</sup> Monday in September</i>	Monday, September 7, 2026
Thanksgiving Day <i>2<sup>nd</sup> Monday in October</i>	Monday, October 12, 2026
Christmas Day <i>25<sup>th</sup> of December</i>	Friday, December 25, 2026
Boxing Day <i>26<sup>th</sup> of December</i>	Observed Monday, December 28, 2026
2027 - New Year's Day <i>First (1<sup>st</sup>) of January</i>	Friday, January 1, 2027

2026 PROVINCIAL HOLIDAYS – ONTARIO ONLY	
Family Day <i>3<sup>rd</sup> Monday in February</i>	Monday, February 16, 2026
Civic Holiday <i>1<sup>st</sup> Monday in August</i>	Monday, August 2, 2026

2026 PROVINCIAL HOLIDAYS – QUEBEC ONLY	
Saint-Jean-Baptiste Day	Wednesday, June 24, 2026
National Day for Truth and Reconciliation	Wednesday, September 30, 2026

## CANADIAN FLOATING HOLIDAYS.

We acknowledge that not all customs, traditions and observances will fall within our annually-posted observed holiday schedule. To honor and recognize the diversity of our team, we also offer our Canadian employees up-to three (3) Floating Holidays per full year worked to be used at each employee's discretion. *Please refer to the Employee Handbook for details on using Floating Holidays.*