

HOLIDAYS

As an eligible employee of Chicago Tube and Iron Company, you will receive the following paid holidays:

- New Year's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day

½ day December 24 and December 31 - provided these two dates fall within a normal work week

When a holiday falls on Sunday, the following Monday will be observed as the holiday. When a holiday falls on Saturday, the Company may, at its option, grant either holiday pay or observe the holiday on the previous Friday or the following Monday. In order to be eligible for holiday pay, you must work the full scheduled work day before and after the holiday or be on scheduled vacation, paid illness, or other justifiable paid absence as determined by the Company. Should a paid holiday fall within a scheduled vacation period, such holiday will not be considered as part of the vacation. It should be noted that the observance of the half day December 24th and December 31st holidays will be subject to annual variation depending upon the actual observance day of the Christmas and New Year's holidays.