2025 Paid Holiday Schedule

New Year's Day	Wednesday, January 1st
Memorial Day	Monday, May 26th
Independence Day	Friday, July 4th
Labor Day	Monday, September 1st
Thanksgiving*	Thursday, November 27th
Christmas Day*	Thursday, December 25th

(*) Plant Closure

For personnel to be eligible for Holiday pay:

- Employee must have fulfilled at least ninety (90) days of employment with Fresh Texas.
- The employee must have worked a minimum number of shifts and hours prior to AND after the Holiday as communicated in advance by the Management Team. PTO can be taken for any of these days, so long as it is requested and approved seven days in advance.
- Employee must work their scheduled hours the prior week and their next scheduled day after the holiday.
- Overtime is only paid for actual hours worked and holiday pay is not considered hours worked.
- All salaried personnel that are not normally scheduled on a holiday or plant closure that occurs on the weekend will receive a comp day. The use of the comp day will be arranged between the employee and their supervisor.