

HERITAGE PRODUCTS, INC

To: ALL TEAM MEMBERS
From: SENIOR MANAGEMENT COMMITTEE
Date: December 8, 2009

Subject: PROPOSED 2010 HOLIDAY/VACATION SCHEDULE

There are 13 paid Holidays in the year 2010. The following is the Proposed Holiday Schedule for Heritage Products, Inc.

New Years Day	January 1, 2010	Friday
Good Friday	April 2, 2010	Friday
Memorial Day	May 31, 2010	Monday
Independence Day	July 5, 2010	Monday

**** See Note Below**

Labor Day	September 6, 2010	Monday
Thanksgiving Day	November 25, 2010	Thursday
Day after Thanksgiving	November 26, 2010	Friday
Christmas Day	December 24, 2010	Friday
Floating Holiday	December 27, 2010	Monday
Floating Holiday	December 28, 2010	Tuesday
Floating Holiday	December 29, 2010	Wednesday
Floating Holiday	December 30, 2010	Thursday
Floating Holiday	December 31, 2010	Friday

**** This is a tentative schedule, as we will not know our customers July Shutdown/Holiday schedules until late March 2009. We will advise you as soon as possible, when those schedules are firmed up.**

Thank You.
Kevin MacIsaac