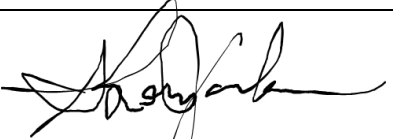


|                                |                           |                                      |          |
|--------------------------------|---------------------------|--------------------------------------|----------|
| <i>Mission Hope Foundation</i> | <b>Policy Title:</b>      | <b>General Board<br/>Authorized:</b> | YES      |
|                                | Holiday Observance Policy | <b>ESERN:</b>                        | OP200-08 |

Mission Hope Foundation will observe the following holidays:

- New Year's Day
- Birthday of Martin Luther King, Jr.
- Washington's Birthday
- Memorial Day
- Independence Day (4th of July)
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

The organization's administration office will be closed during the above days.

|                                    |  |                      |
|------------------------------------|--|----------------------|
| <b>Authorization<br/>Signature</b> |  | <b>Date: 8/16/23</b> |
|------------------------------------|--|----------------------|