

PROJECTED PAID HOLIDAYS -2007

+ No firm reported such a holiday Top twelve paid holidays for 2007 in bold and italics Avg. # of reported paid holidays for 2007	ALL FIRMS & INDUSTRY GROUPINGS			
	CALIFORNIA All Firms	Manufacturing	Financial Services	Services & Other Nonmanufacturing
	<u>Total No. of firms</u>	<u>Total No. of firms</u>	<u>Total No. of firms</u>	<u>Total No. of firms</u>
	210	89	25	96
Avg. # of reported paid holidays for 2007	9.78	9.63	10.34	9.78
<i>Projected paid holidays for 2007</i>	<i># of Firms as a % of total</i>	<i># of Firms as a % of total</i>	<i># of Firms as a % of total</i>	<i># of Firms as a % of total</i>
<i>New Year's Day, Monday, Jan. 1st</i>	98.1%	98.9%	100.0%	96.9%
<i>Martin Luther King Jr. Birthday, 3rd Mon. in Jan. (Jan. 15th) (US / CA)</i>	19.5%	4.5%	40.0%	28.1%
Lincoln's Birthday -- Monday Feb. 12th	1.9%	1.1%	0.0%	3.1%
<i>Presidents' Day, 3rd Monday in Feb. (Feb. 19th) (US) (CA)</i>	52.4%	39.3%	84.0%	56.3%
<i>Good Friday (April 6th)</i>	17.1%	27.0%	24.0%	6.3%
Cesar Chavez Day, March 30th, in lieu of March 31st (CA)	2.9%	0.0%	0.0%	6.3%
Friday before Memorial Day (May 25th)	1.0%	0.0%	8.0%	0.0%
<i>Memorial Day, last Monday in May, (May 28th) (US) (CA)</i>	97.1%	97.8%	96.0%	96.9%
July 2nd, Monday	1.0%	0.0%	0.0%	2.1%
July 3rd, Tuesday	2.9%	2.2%	4.0%	3.1%
<i>Independence Day, Wednesday July 4th (US) (CA)</i>	98.1%	98.9%	100.0%	96.9%
<i>Labor Day, 1st Monday in Sept. , (Sept. 3rd) (US) (CA)</i>	95.7%	97.8%	100.0%	92.7%
Columbus Day, 2nd Monday in Oct. (Oct. 8th) (US) (CA)	5.7%	1.1%	20.0%	6.3%
Veterans Day, Observed Mon., Nov. 12th (US)(CA) in lieu of Nov.11th	10.0%	4.5%	24.0%	11.5%
<i>Thanksgiving, 4th Thursday in Nov. (Nov. 22nd) (US) (CA)</i>	98.6%	100.0%	100.0%	96.9%
<i>Day after Thanksgiving (Friday, Nov. 23rd)</i>	81.0%	87.6%	72.0%	77.1%
Monday Dec. 24th, ½ day	9.5%	5.6%	20.0%	10.4%
<i>Monday Dec. 24th , full day</i>	54.3%	66.3%	40.0%	46.9%
<i>Tuesday Dec. 25th Christmas Day, (US /CA)</i>	94.8%	96.6%	100.0%	91.7%
Friday Dec. 28th	9.0%	11.2%	0.0%	9.4%
<i>Monday Dec. 31st</i>	31.0%	29.2%	24.0%	34.4%
Employee's Birthday	8.6%	7.9%	8.0%	9.4%
One Floating Holiday	13.3%	19.1%	16.0%	7.3%
Two Floating Holidays	9.5%	5.6%	12.0%	12.5%
Three or more Floating Holidays	3.8%	6.7%	4.0%	1.0%
Employee's choice (1 day chosen by Employee)	1.9%	1.1%	4.0%	2.1%
1 Personal Day	3.8%	4.5%	12.0%	1.0%
2 Personal Days	3.8%	3.4%	8.0%	3.1%
3 or more Personal Days	5.2%	6.7%	4.0%	4.2%
LEGAL HOLIDAYS IN 2007: (US) FEDERAL; (CA) CALIFORNIA				
Federal and State Holidays can be found in the following websites: Federal Holidays - www.opm.gov/fedhol/ ; State Holidays - www.edd.ca.gov/eddsthoh.htm (CA).				
By Employment Size	1 - 100	101 - 300	301 - 750	751 +
Avg. # of reported paid holidays for 2007	9.71	9.82	9.50	10.50
By Major Metropolitan Area	San Francisco Bay Area	Metro Los Angeles	San Diego	Other CA Areas
	9.84	9.74	10.31	9.20