

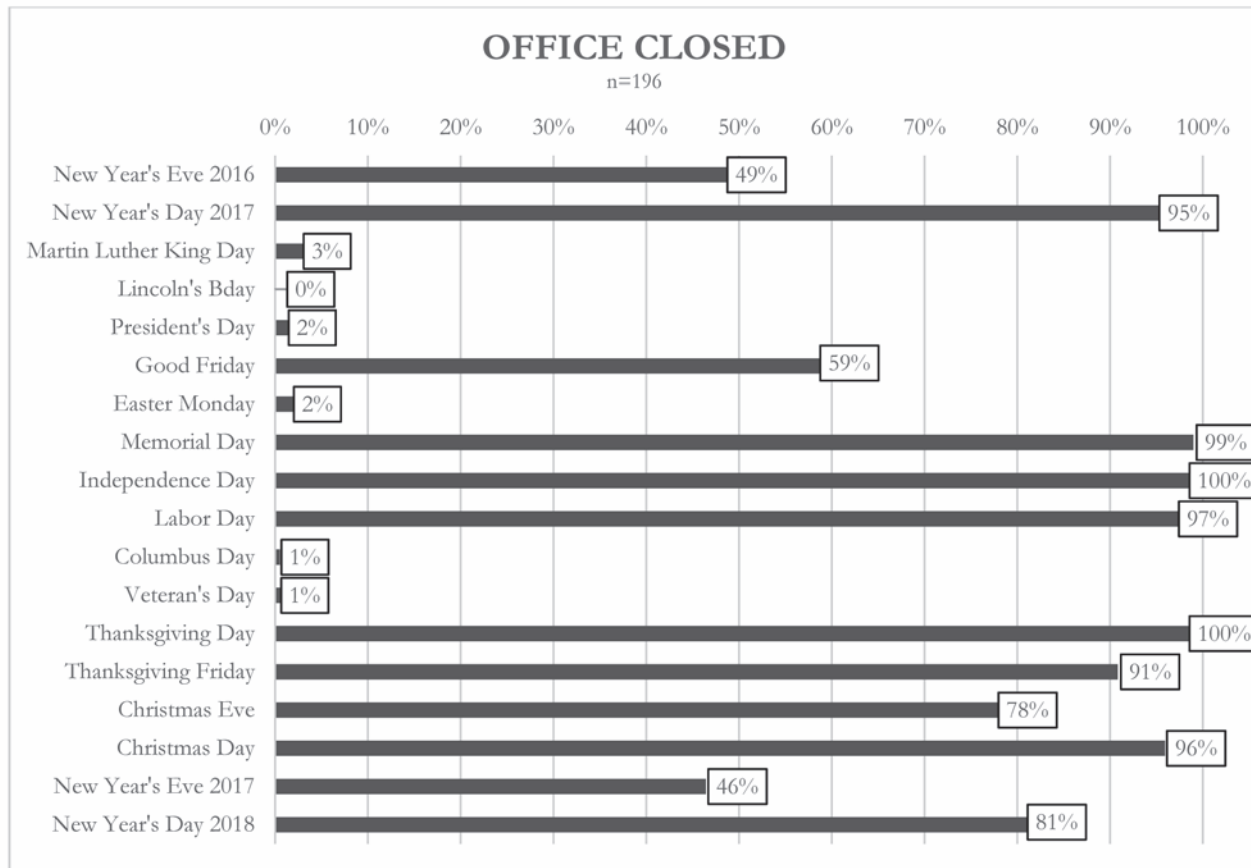


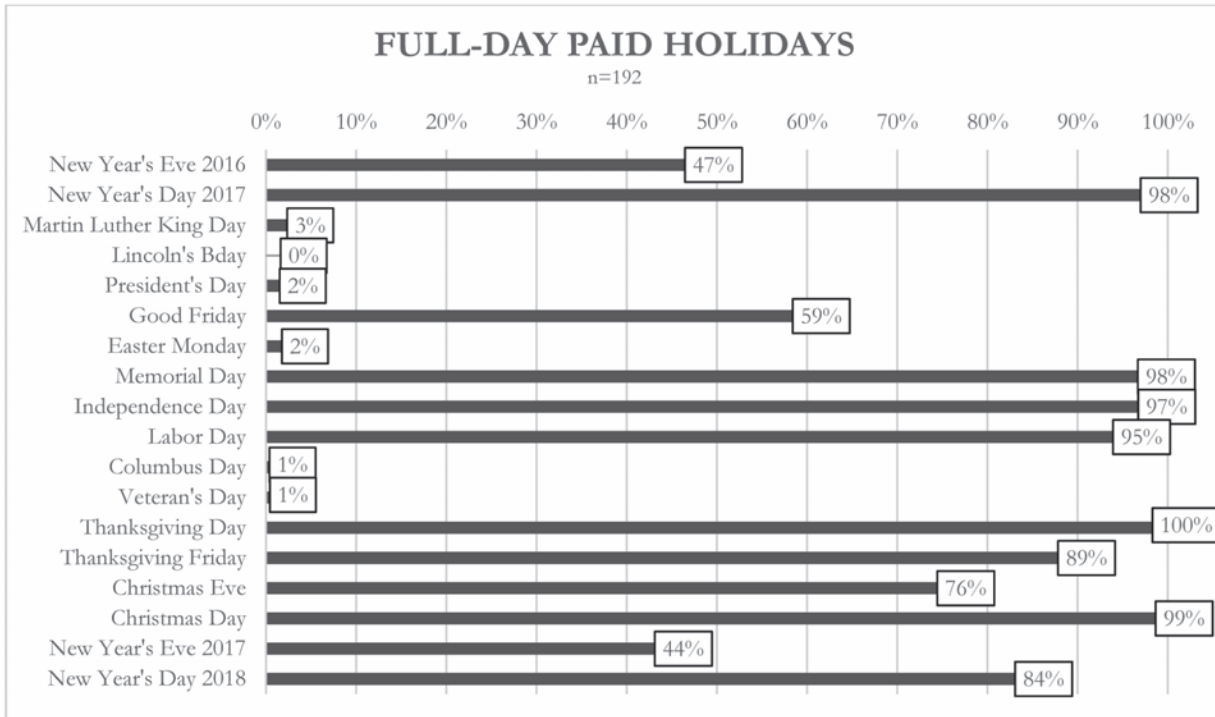
The IMA's Annual Holiday Report highlights employers' plans on select holidays throughout the year. This year's survey was conducted in March, 2016 and applied to the 2017 calendar year. Four questions were asked ranging from total number of paid days off to a breakdown of full or half day paid holidays, and on which days the member company is actually closed throughout the year. More than 200 IMA members responded. These are the results.

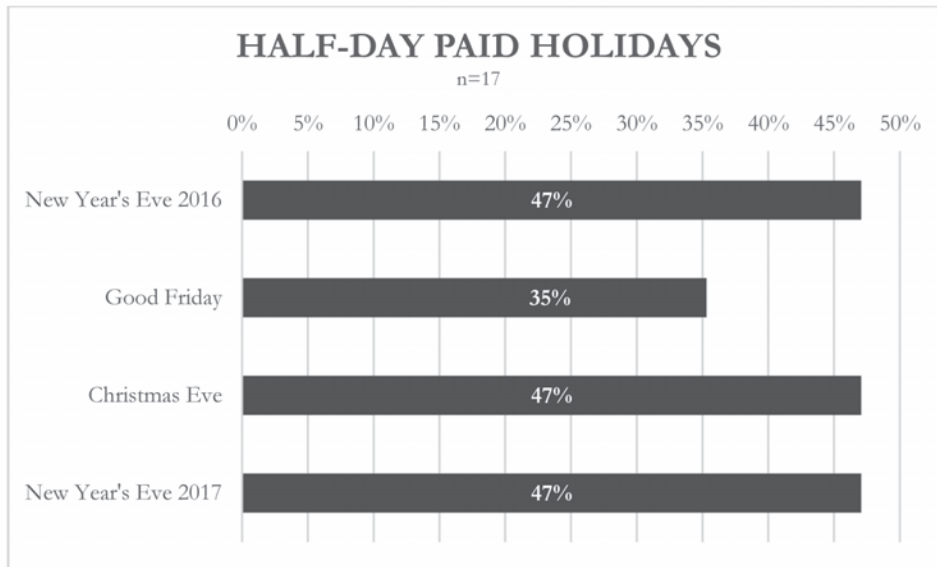
The majority of respondents provide at least 10 full-day paid holidays per year, including New Year's Day, Good Friday, Memorial Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after Thanksgiving, Christmas Eve, and Christmas Day.

*How many paid holidays do you provide your employees (not including personal days)?*

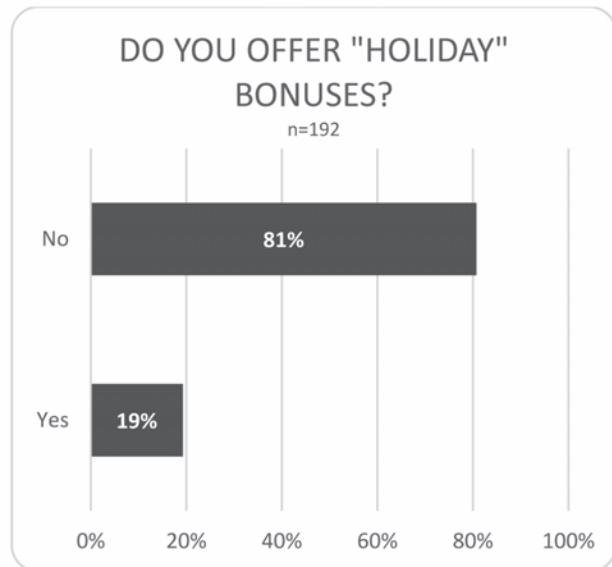
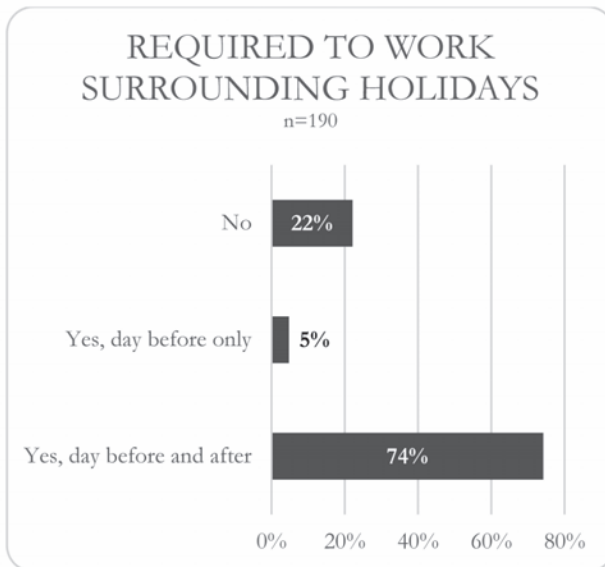
6 or fewer days	13	7%
7 days	13	7%
8 days	32	16%
9 days	53	27%
10 days	67	34%
11 days	8	4%
12 or more days	11	6%
<b>TOTAL</b>	<b>197</b>	<b>100%</b>







Historically many manufacturing plants continue to operate with skeleton crews or reduced shifts on paid holidays. However, this does not always represent the majority. The percentage of respondents who require employees to work surrounding holidays in order to be paid for holidays is represented on the right. Additionally, those organizations that offer "Holiday Bonuses" are represented.



Thanks to all those who responded for making this report possible. If you have any feedback regarding additional information you might like to see in next year's report, or have questions, please contact Janie Stanley, Revenue and Grant Administrator, at 217-718-4214, email [jstanley@ima-net.org](mailto:jstanley@ima-net.org).