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|  | **2023 - Q4****Finland**  |
| **October** | **MON** | **TUE** | **WED** | **THU** | **FRI** | **SAT** | **SUN** |
|  |  |  |  |  |  | **1** |
| **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **16** | **17** | **18** | **19** | **20** | **21** | **22** |
| **23** | **24** | **25** | **26** | **27** | **28** | **29** |
| **30** | **31** |  |  |  |  |  |
|  |
| **November** | **MON** | **TUE** | **WED** | **THU** | **FRI** | **SAT** | **SUN** |
|  |  | **1** | **2** | **3** | **4** | **5** |
| **6** | **7** | **8** | **9** | **10** | **11** | **12** |
| **13** | **14** | **15** | **16** | **17** | **18** | **19** |
| **20** | **21** | **22** | **23** | **24** | **25** | **26** |
| **27** | **28** | **29** | **30** |  |  |  |
|  |  |  |  |  |  |  |
|  |
| **December** | **MON** | **TUE** | **WED** | **THU** | **FRI** | **SAT** | **SUN** |
|  |  |  |  | **1** | **2** | **3** |
| **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| **11** | **12** | **13** | **14** | **15** | **16** | **17** |
| **18** | **19** | **20** | **21** | **22** | **23** | **24** |
| **25** | **26** | **27** | **28** | **29** | **30** | **31** |
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| Nov 4: All Saints’ Day |  |
| Nov 12: Father’s Day |  |
| Dec 6: Independence Day |  |
| Dec 24: Christmas Eve |  |
| Dec 25: Christmas Day |  |
| Dec 26: Boxing Day |  |
| Dec 31: New Year’s Eve |  |
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|  |  |