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|  | **2023 - Q4****Finland**  |
| **October** | **SUN** | **MON** | **TUE** | **WED** | **THU** | **FRI** | **SAT** |
| **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** | **SUN** | **MON** | **TUE** | **WED** | **THU** | **FRI** | **SAT** |
|  |  |  | **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** | **SUN** | **MON** | **TUE** | **WED** | **THU** | **FRI** | **SAT** |
|  |  |  |  |  | **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** |  |  |  |  |  |  |

|  |  |
| --- | --- |
| 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 |  |
|  |  |
|  |  |