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|  | **Q4 2023 Calendar**Finland |
| **October 2023** |
| **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 2023** |
| **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 2023** |
| **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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