

**HINDU SOCIETY OF GREATER CINCINNATI (“HSGC”)  
Bonus Policy**

This Bonus Policy is attached to, and forms part of, the Employment Agreement by and between the HINDU SOCIETY OF GREATER CINCINNATI, INC., an Ohio non-profit corporation (“HSGC”), and every Temple Priest employed by HSGC at the Hindu temple located in Clermont County, Ohio at 720 Barg Salt Run Rd., Cincinnati, Ohio 45244 (“Temple”), effective upon commencement of employment.

To the extent that any of the terms and conditions contained in this policy may contradict or conflict with any of the terms or conditions of the attached Employment Agreement, it is expressly understood and agreed that the terms of this policy shall take precedence and supersede the terms and conditions of the attached Employment Agreement.

Unless otherwise addressed herein, the Employment Agreement, including, but not limited to, all terms, covenants, and conditions contained in the Employment Agreement, will remain in full force and effect.

**Definitions/Objective**

For purposes of this policy, “Dakshina” is defined as “any donation, fee or honorarium given to a Temple Priest for a service rendered by the Temple Priest.”

“Puja Income” is defined as income received from Pujas conducted inside or outside the Temple that are charged per the published rates.

“General Donation” is defined as donations that are not designated for any special projects and are for the general use for the maintenance and upkeep of the Temple. General Donation includes any monies received in the donation boxes (Hundis).

“Special Project Donation” is defined as any monies received for any HSGC special undertaking or event (“Special Projects”).

“Priest Solicited Special Project Donations” is defined as any monies collected by Temple Priests for the aforementioned Special Projects

“Devotees” is defined as any Temple attendee or supporter.

“Temple Priest” is any Temple Priest rendering services to, or on behalf of HSGC.

“Temple Priest Management Committee” refers to the group of individuals named as such under, or identified by, the HSGC Executive Council.

This policy is hereby enacted, as of the date written hereinbelow, in order to establish the HSGC Dakshina policy for services rendered by any HSGC Temple Priest (inside and outside Temple) to achieve the following objectives:

- i. Provide Devotees with total transparency about HSGC bonus policies;
- ii. Allow Devotees to voice their concerns about any bonus to the Executive Council; privately while retaining their anonymity with regard to the Temple Priests; and
- iii. Continue to uphold the image and reputation of HSGC.

**Bonus Policy**

1. Bonus Policy can be revised each year by the HSGC Executive Council and this policy is applicable for the Year 2024. Beyond 2024, this Bonus Policy and the associated Bonus to Temple Priests shall be at the sole and exclusive discretion of the HSGC Executive Council.
2. Bonus to Temple Priests shall be based on the Revenue growth as forth below:

$$\begin{aligned} \text{Revenue Growth} = & \text{Current Year (Puja Income + General Donation + Priest Solicited} \\ & \text{Special Project Donations)} \\ & \text{Minus} \\ & \text{Prior Year (Puja Income + General Donation + Priest Solicited} \\ & \text{Special Project Donations)} \end{aligned}$$

e.g.	PY Puja Income	=	\$ 220,000		
	= \$ 230,000				CY Puja Income
	PY General Donation	=	\$ 130,000		
	= \$ 150,000				CY General Donation
	PY Priest Solicited				
	Special Project Donations	=	\$ 105,000		CY Priest Solicited
	Donation	=	\$ 120,500		Special Project
			-----		
			-----		
			\$ 455,000		
					\$ 500,500

3. Bonus pool amount shall be calculated as shown below, and shall be capped at \$ 30,000 (i.e. the Bonus Pool cannot be larger than \$ 30,000 regardless of the calculations shown in 2 above)

$$\text{Bonus Pool Amount} = 50\% \text{ of Revenue Growth}$$

e.g. using above numbers

$$\text{Bous Pool Amount} = 50\% * (\$500,500 - \$455,000) = \$22,750$$

4. Bonus shall be dependent on service-years-based bonus factors as set forth below

Service Years	Factor
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25 years and above	Factor = 1.5
20 to 24 years	Factor = 1.4
15 to 19 years	Factor = 1.3
10 to 14 years	Factor = 1.2
5 to 9 years	Factor = 1.1
0 to 4 years	Factor = 1.0
Part time priests	Factor = 0.25
Adjunct priests	NA
Volunteer priests	NA

5. Bonus paid will be as shown in below illustration

e.g. If Temple has priests with 27, 22, 7, 0, 0 years and one part-time priest

27	-> 1.5	-> $(\$22,750 / 6.25) * 1.5$	= \$ 5,460
22	-> 1.4	-> $(\$22,750 / 6.25) * 1.4$	= \$ 5,096
7	-> 1.1	-> $(\$22,750 / 6.25) * 1.1$	= \$ 4,004
0	-> 1	-> $(\$22,750 / 6.25) * 1.0$	= \$ 3,640
0	-> 1	-> $(\$22,750 / 6.25) * 1.0$	= \$ 3,640
part-time	-> 0.25	-> $(\$22,750 / 6.25) * 0.25$	= \$ 910

Total = 6.25

Total = \$22,750

6. Temple Priests are eligible to receive the bonus provided they have met the conditions as set forth below

- Should be employed with the Temple through the entire calendar year to receive complete bonus – partial year employees will receive pro-rated bonus;
- Should be employed at time of payout;
- Should be compliant with HSGC Policies and Procedures; and
- Should have signed the Employment Agreement.

7. Any written disciplinary citation related monetary penalties (per the Progressive Disciplinary Policy) and any refunds of Dakshina (per the Dakshina Policy) shall be deducted from the bonus prior to payout.

8. Bonus will be paid after all calculations are completed after the end of the year in Jan or Feb of the following calendar year.

9. The Executive Council reserves the right to adjust or reduce the Bonus amount should the Temple Priest receive more vacation time than the duration allotted to other Temple Priests in that respective calendar year.

Temple Priest: \_\_\_\_\_  
(signature)

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_