

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

This Rituals 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.

**Rituals Policy**

All Temple Priests shall:

1. Perform Temple pujas of all kind and rituals in accordance with the generally accepted protocols of the Hindu religion;
2. Perform daily obligations to all deities at appropriate times;
3. Prepare and serve appropriate sacred food offering (Bhog or Naivedhyam) before all arathis;
4. Provide sacred water and food (Thirth and Prasad) to all devotees;
5. Maintain the cleanliness of the worship area – (Main Altar, Secondary Altar, and the Thirth/Prasad serving table);
6. Maintain a list of materials needed for common pujas and other usual rituals, in a timely manner;
7. Collect appropriate fee (both on-site and off-site) for the religious services rendered on behalf of HSGC. The fees must be submitted to HSGC through the Treasurer, or as otherwise instructed, immediately;
8. Plan and conduct regular pujas and special functions of the Temple in partnership with the Temple Puja Committee; and
9. Attend to duties on time and ensure scheduled pujas and arathis begin and end at prescribed time.