

**HINDU SOCIETY OF GREATER CINCINNATI (“HSGC”)  
Vacation and Sick Leave Policy**

This Vacation and Sick Leave 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 or any other HSGC policy, 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 and any other HSGC policy.

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.

**Vacation and Sick Leave Policy**

- All Temple Priests shall receive ten (10) days of vacation each year during the first five (5) years of employment with HSGC.
  - Temple Priests shall receive an additional two (2) days of vacation for every five (5) years of employment with HSGC
  - Each Temple Priests shall receive up to five (5) sick days per year during his employment with HSGC.
  - Vacation and sick days do not carry over into the following year; meaning, any unused vacation or sick days in any given year will not be carried forward to the following year’s number of allotted days.
  - Any unused Vacation and sick days will lapse at the end of each calendar year
  - Calculation of vacation time will be based on the years completed at the end of previous calendar year

Each Temple Priest shall abide by the HSGC Schedule and Attendance Policy in relation to vacation and sick days; specifically, but not limited to, the notice requirements contained therein.

This policy does not apply to absences or reasonable accommodation covered by local, state and federal law.