بسم الله الرحمن الرحيم

ISLAMIC CENTER OF NEW ENGLAND

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AGREEMENT

The Islamic Center of New England (ICNE) offers the following position to the religion teacher of the Islamic Academy of New England, Hafiz Muhammad Masood, to serve the Muslim community of ICNE according to the teaching of Islam based on Quran and Sunnah of Prophet Muhammad (pbuh) as interpreted and explained by the four recognized schools of Fiqh.

Title Assistant Religious Director and Imam for Sharon.

Duties: Friday prayers, daily prayers, Taraweeh and Eid prayers, a minimum of two weekly evening teaching sessions, Sunday programs, visits to families from the communities and organizing Halaqas and Tafseer classes as needed, organizing a Quranic memorization school for Tahfeez, Tajweed and Tafseer. These activities will be performed primarily in Sharon. However, similar activities may be performed in Quincy as needed.

Supervision: The Assistant Religious Director will work with the Religious Director to organize and perform the religious activities of ICNE. The Assistant Religious Director will report directly to the President of ICNE.

Compensation, Benefits and Vacation:

1- An apartment (3 BRs) in the ICNE facilities in Sharon will be provided in good condition. Hafiz Masood will pay own utilities such as electricity, gas, oil and phone bills and will be responsible for reasonable and customary maintenance, including cleaning, changing carpets, repainting, fixing electric outlets, lamps, water faucets, etc. If the apartment is not ready for occupancy by Oct. 1, 1998, ICNE will compensate H. M. Masood $800 monthly until the apartment become available.

2- $500 monthly at the end of the month.

3 An incentive of 25% of tuition received from students attending the Quranic Memorization classes.

4- Teaching in the Islamic Academy of New England (IANE) will be compensated by the IANE as a full-time teacher.

5- Other activities (teaching in the Sunday school and ICNE Summer Program) are compensated separately. However, the availability of Hafiz M. Masood for these programs will be determined by ICNE.

6- Two week vacation. Vacation can not be carried to the next year.

Terms of Agreement: This Agreement is from September 1, 1998 to July 31, 1999 Unless terminated, this Agreement will be renewed yearly (August 1 to July 31) when the contract with IANE is renewed for each school year. In case of termination of services a written notice by ICNE will be sent by June 30, and the apartment must be vacated by July 31 of that year. Hafiz M. Masood may terminate this Agreement by sending to ICNE a written notice at least 30 days prior to the effective date of termination and must vacate the apartment by that date. If Hafiz M. Masood needs additional time to vacate the apartment he will pay a reasonable occupancy fee which is estimated to be $1000 monthly.

Evaluation: An evaluation committee will be appointed by the President to perform an annual evaluation to be finalized by June 1 of each year.

Signatures: Muhammad Hafiz Masood — Abdul-Badi Abou-Samra, President

Dates: 8-17-98 — 8/14/98