

Translation from the H E B R E W language

**Central Committee of Chabad-Lubavich Rabbis
in the United States and Canada**

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By the Grace of G-d. 13 Sivan 5771 {calendar date: June 15, 2011}

Rabbinical Court Ruling

The three of us have convened together as before us came Rabbi Yehuda Steiner (may he live and be well), representative of Chabad at GWU {George Washington University} - the plaintiff, and Rabbi Levi Shemtov, representative of Chabad in Washington, and Director of American Friends of Lubavitch (AFL) - the defendant, regarding a dispute between them about the employment relationship that was with regards to the mission of the plaintiff at the University GWU, as the defendant claims that it is within his rights to terminate the working relationship with the plaintiff for various reasons and causes, whereas the plaintiff opposes it for various reasons and causes.

After the Rabbinical Court was impressed that the two parties regard and respect the work and achievements of each other, and that the defendant sincerely wanted the success of the plaintiff, and that basically indeed desires to work together with him if only they are able to overcome a number of differences between them, the Rabbinical Court recommended to both parties to try and reach agreements that will enable them to work together pleasantly and brotherly; the parties accepted the recommendation of the Rabbinical Court and reached agreements that will form the basis of working together; following are their essential points:

1. Whereas the defendant is the representative on location of Washington, DC, the Capital, and is responsible for all activities of Chabad-Lubavitch in the city, (within the government, local, and within the universities).
2. And the defendant appointed the plaintiff as a representative at GWU and he will work subordinate to the defendant, and his mission at GWU is part of the activities of AFL.
3. All financial responsibilities of the plaintiff's activities are borne by the defendant, obviously in conforming with a budget that is approved by the defendant.
4. The concept of "independence" within this mission of the plaintiff is only and exclusively at the discretion of the defendant, and the plaintiff is not to raise demands or requests in this regard.
5. The main purpose of the plaintiff's mission is his work at the University of GWU and that is his main focus, and during the time of students' studies he is not to be required to work

on other things. At the same time, if the defendant shall need special assistance with whatever activity, the plaintiff will make an effort to support him with whatever he could.

6. During students vacation time when therefore there are no activities at the university, the plaintiff will work on other suitable activities within the framework of AFL. The defendant will specify in advance (in a contract to be signed by the parties) what the activities are that he will require from the him in the above mentioned periods. (The plaintiff will give the defendants a few days of reorientation between activities at the beginning and end of semesters).
7. The plaintiff commits to the defendant:
 - A. To provide a monthly report (of at least one page) of all activities of that month; the report shall be delivered by e-mail, and the defendant shall confirm its receipt by email.
 - B. Any contribution that will be received by the plaintiff shall be forwarded to the defendant (within a reasonable time), excluding gifts received for family occasions of the plaintiff, or gifts from his family.
 - C. The plaintiff shall forward to the defendant all information (data) related to the activities of the institution when requested by him.
 - D. The plaintiff is prohibited from opening a new organization, meaning a corporation, and a specific bank account for it, without the express permission of the defendant.
 - E. In the event a building is acquired specifically for the activities of Chabad at the GWU University, the ownership shall be registered in the name of AFL, or another entity to be decided by the defendant; in the event that the building to be acquired will serve in part as a personal residence for the plaintiff, and part for activities, the parties shall agree in an agreement that shall be signed between them how it shall be registered.
 - F. The breach of any of the sub-clauses (of this clause) by itself constitutes sufficient reason for immediate termination and the other particulars in this section of their agreement, after it is determined that a serious/continued breach has indeed occurred.
 - G. Such determinations shall be done by the undersigned Rabbinical Court, which will decide the manner and form of the consideration and determination; it shall take place as soon as possible.
8. In the event where the plaintiff has not violated any of the agreements stated in clause 7, the defendant shall be unable to fire the plaintiff without a hearing before a Rabbinical Court.
9. In addition to covering the expenses of the activities, the defendant shall pay a salary that enables a respectable and comfortable lifestyle for the plaintiff's family.
10. Whereas in recent months there has been a suspension of the financial arrangement between the parties, such that there remained some outstanding financial matters between them, the parties shall meet and examine the accounts, and complete their differences,

within six weeks. If any differences remain, they shall approach the agreed upon mediator.

11. The parties shall draft - as soon as possible - a detailed contract, based on the above agreements as well as on the original contract, no later than six weeks from today.
12. In any debate that may arise between the parties in interpreting this agreement, and in all disagreements regarding the writing of the contract, as well as interpreting the contract that will be signed, the matter shall be brought to a decision by Rabbi Ephraim Piekarski (may he live and be well); Rabbi Piekarski will determine whether he will decide the matter himself or if he will consult the other members of the Rabbinical Court.

The Rabbinical Court confirms the above agreements, and grants it the force of a Rabbinical Court Ruling.

The Rabbinical Court wishes the parties success in working together peacefully and harmoniously, and that they merit to grow and glorify the Torah, and sanctify and enhance the name of heaven and Lubavitch.

(signature) Mordechai Shmuel Ashkenazi
{signature} Ephraim Piekarski
{signature} Binyamin Kuperman