

Date: September 25, 2006

Subject: A Few Minutes Off For Prayer and Time Off For Friday Prayer

Dear Sir or Madam:

Muslims are supposed to follow the tradition according to their Holy Book, the Qur'an, and Sunnah, the practice of the Prophet Muhammad (peace be upon him). Accordingly, Muslims are obligated to perform prayer 5 times a day during certain fixed times. Please allow your Muslim employees the appropriate time to perform these prayers when they coincide with their work schedule. The 5 prayers are as follows: 1. Fajr (morning prayer), which is performed about an hour before sunrise; 2. Dhuhr (noon prayer), which is performed anytime from noon till the afternoon; 3. Asr (afternoon prayer), which is performed anytime in the late afternoon; 4. Maghrib (evening prayer), which is performed around sunset; and 5 Isha (Night Prayer), which is performed during the night time. 5 to 10 minutes is all that is usually needed to perform these daily prayers.

In addition, **Friday** is a day of congregational worship (just as Saturdays & Sundays are for the Jewish and Christian faiths, respectively). It is a compulsory duty on all mature Muslim males to attend the Friday noon congregational prayer, called Jum'ah. The Friday prayer is held at the Islamic Center of Nashville at **1:00 PM** and ends by 1:45 PM. The Islamic Center of Nashville would appreciate employees be given a break from **12:45 to 2:00 PM** on Fridays, so that they can attend the obligatory prayers.

The Muslim faith, which has almost 10 million adherents in the U.S. alone and about 20,000 in Nashville, has requirements such as five daily prayers, fasting, pilgrimage and other religious practices. Such religious expressions are protected by the First Amendment to the Constitution, which expresses the free exercise of religion. Upon request and for additional information, a summarized guide entitled "*An Educator's Guide to Islamic Religious Practices*" is available.

We appreciate your understanding and co-operation in helping your Muslim employees to follow their religious tradition during their employment in your esteemed organization. If you have any questions you may contact me at (615) 665-2529.

Thank you.

Sincerely,

A.K.M. Fakhruddin,
Islamic Center of Nashville, President