

CONTRACT OF EMPLOYMENT

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1. PARTIES TO THE CONTRACT	Employer, business location or domicile and address	
	Employee	Social security number
	Employee's home address	
2. EMPLOYMENT	<p>Date of the beginning of the work: . . .</p> <p>Trial period shall be . . . months (see TSL 1:4§)</p> <p>Period of notice is in accordance with law (TSL 6:3§)</p> <p>Period of notice will be:</p>	<p>Employment shall be effective</p> <p>Until further notice</p> <p>Until . . .</p> <p>Reason for the fixed-term contract is:</p> <p>Until the assignment defined in article 4. has been accomplished.</p>
3. TERMINATION OF FIXED-TERM CONTRACT	<p>Fixed-term contract may be cancelled with an immediate effect according to a weighty cause determined in the Employment Contracts Act (TSL 8 chapter).</p> <p>If the employer cancels the contract during the term of the contract, the employee is entitled to receive his/her base salary and the monthly average of his/her bonus (if bonus has been agreed upon), to the end of the contract period.</p> <p>If the employee terminates a fixed-term contract during the term of the contract without a cause determined in the Employment Contracts Act, the coach is liable to compensate to the employer the damage the coach has caused to the employer according to the Tort Liability Act Chapter 4 Section 1.</p>	
4. ASSIGNMENT AND MANAGER	<p>Title of the employee and/or his/her position in the organization:</p> <p>Principal duties (a separate appendix on job description and principal duties may be attached):</p> <ol style="list-style-type: none"> 1. 2. 3. <p>The collective agreement to be applied:</p> <p>Manager of the employee (and to whom he/she will report):</p> <p>The primary place of work:</p> <p>The right to engage in competing employments needs to be agreed upon separately in writing. The employer is aware of the current avocations informed by the employee and accepts their continuation. The employee undertakes to comply with the current ethical principles and anti-doping rules in Finland and to cooperate with the anti-doping organization in the detection of doping violations.</p> <p>The employee undertakes not to participate in any form of manipulation of sports competitions. If the employee suspects or detects the manipulation of sports competitions either for himself or herself or otherwise, he or she commits to notify it immediately to the sports association in question and the Finnish Center for Integrity in Sports FINCIS. A coach is not allowed to bet on their own sport, on any game no matter which playing level or competition, as well as sharing sensitive and inside information with outsiders</p>	
5. REMUNERATION	<p>Salary in the beginning of the employment:</p> <p>Fringe benefits:</p> <p>phone allowance . . . car allowance, which . . .</p> <p>others, which . . .</p> <p>In addition to the above mentioned fixed salary, the employee shall be paid a separate part of remuneration based on the results of the team or the individual or the achievement of defined objectives as defined in article 12. or a separate appendix.</p> <p>Salary is paid on the . . . day of each month to a bank account given by the employee.</p> <p>Salary shall be reviewed annually so that the raise shall not fall below the general average salary development.</p>	

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6. WORKING HOURS	<p>Working hours shall be based on the duties. Regular working hours shall not exceed an average of 8 hours/day and 40 hours/week (TAL 6 §).</p> <p>The arrangement of the weekly rest periods during competitions, tournaments, camps or other corresponding events shall be agreed separately when adhering to the weekly rest periods is not possible without disturbance to the coaching work.</p> <p>When the coach is traveling together with his/her trainee to a competition or training, the travel time is coach's working time.</p>
7. TRAVELLING	<p>Compensation for travel expenses is determined</p> <p>according to the decision of the National Board of Taxes in effect at the time</p> <p>according to the following practice:</p>
8. ANNUAL HOLIDAY	<p>Length of the annual leave is based on the Annual Holidays Act. The holiday bonus is 50 percent of the holiday pay and is paid together with the holiday pay.</p> <p>The length of the paid holiday for the first holiday period shall be _____ days and the length of unpaid holiday shall be _____ days.</p>
9. SICK LEAVE	<p>During a sick leave the employee is entitled to the salary of one month in maximum. However, if the tenure of the service is more than three years, the length of the paid sick leave is two months.</p> <p>The maternity, paternity and parental leave benefits of the employee shall be in accordance with the Employment Contracts Act, however not falling below the standard contractual practice of the employer*</p> <p>Furthermore, the parties have agreed on the following:</p>
10. EDUCATION	<p>The employer seeks to develop and maintain the coach's skills and competencies. The coach's training plan is approved annually between the employer and the coach. The earnings of regular working hours and compensation for traveling expenses are covered by the training period, as agreed in this agreement for travel.</p>
11. INSURANCES	<p>In addition to the group life insurance, the employer will at its own expense insure the employee with</p> <p>Leisure time accident insurance</p> <p>Travel insurance</p>
12. OTHER TERMS OF THE EMPLOYMENT	<p>The employee is entitled to participate in the activities of the national team when invited.</p> <p>Participating in the activities of the national team shall not reduce the salary benefits of the employee.</p> <p>During such participation, the parties have agreed on the salary as follows:</p> <p>Other terms of the employment:</p>
This contract has been made in two identical copies, one for each contracting party.	
13. SIGNATURE	<p>Place _____ Date _____</p> <p>Employer's signature _____ Employee's signature _____</p> <p>_____</p>
	<p>*When signing the employment contract, it may become necessary to agree on which general agreement is applied in the employment relationship of the employee in question or what is the standard procedure of the employer.</p>