

Contract

(Contract of employment)

Temporary employment of a non-amateur player

from:/...../ 20..... until/...../ 20.....
(Regarding duration see NFFs Transfer Regulations)

Parties to the agreement:

Player (employee)

Name:.....

Personal identity number:.....

Address:.....

Club (employer)

Name:.....

Business address:.....

have entered into an agreement regarding temporary employment, cf. AML (Norwegian Labour Environment Act) § 14-9, according to the conditions followed by art. 1-14 below and appendixes 1,2 and 3 attached to this contract. In addition the club's administrative regulations (i.e. regulations for disciplinary and travel allowance)

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are to be acknowledged as part of this contract. The prevailing regulations are enclosed. In addition current national and international transfer regulations are to be acknowledged as a part of this contract.

A signed copy of this contract, as well as any supplementary agreements, shall be sent to NFF no later than seven days after the parties have signed this contract.

Subsequent amendments to this contract performed after it has been sent to NFF or any agreement regarding termination /prolonging of the contract, shall be made in writing and sent to NFF no later than seven days after the parties have signed such an amendment.

The Clubs countersign:.....

The Players countersign:.....

COMMON REGULATIONS (not subject to alterations)

1. The contract's characteristics

The club, in accordance with AML § 14-9 temporarily employs the player for a period as stated in this contract, cf. page 1. This contract cannot be terminated by any of the parties involved unless this is done in accordance with the regulations as found in appendix 1 attached to this contract.

2. Work tasks – Field of activity

a) *Trainings and matches*

The player is obliged to participate in training sessions, at training camps and to carry out individual training according to the club's regulations. The player is obliged to compete on the team he/she is selected to play on, as well as participate in pre-match preparations. This provision applies independent of the match being part of a league, cup, tournament or a friendly match.

b) *Contribution to marketing and sponsor activities*

The player is obliged to participate in the fulfillment of sponsor contracts, which the club has entered into, and to be available for the club's contractual counter parties whenever the club asks the player to do so. The player shall receive reimbursement for documented costs related to sponsor activities, however, no salary shall be paid in connection with the abovementioned activities.

c) *Other commitments*

The player is obliged to perform other work tasks for the club as specified in appendix 2, art. 1.

3. Working place

The player's place of work is determined by where the player's work tasks are to be performed according to art. 2 above.

4. Working hours

The working hours for full time employment are 37, 5 hours a week. The scope of the employment is described in appendix 2, art. 2.

An average calculation can be performed pursuant to AML § 10-5.

Working hours are defined as the time used for trainings, matches, sponsor activities, as well as activities as described in appendix 2, art. 1. Traveling hours in connection to the abovementioned activities do not count as working hours, cf. "Fotbolloverenskomsten" (the Norwegian Footballer's Wage Agreement) Section 7.

Matches shall take place in accordance with the league schedule and planned preparation sessions. Trainings and sponsor activities shall preferably take place at set times during normal working hours (daytime). Training schedules shall be determined after discussions with the player's representatives have been held.

Changes to training schedules shall be announced as early as possible.

Sponsor activities are planned if appropriate and shall be announced as early as possible.

5. Wage, bonus and other financial compensation

a) Ordinary payment

The player's fixed salary shall be made available for the player at a set date each month unless otherwise is agreed upon in appendix 2, art. 3.

b) Bonus

Negotiated bonus shall be paid to the player as agreed to in appendix 2, art. 3.

c) Other financial compensations

Travel allowance, daily allowance and other financial compensations shall be paid to the player in accordance with the club's regulations.

6. Holiday

The employer shall determine the player's holiday after discussions have been held with the player. "Ferieloven" (the Norwegian Holiday Act) Section 7, no. 1 regarding placement of the main holiday does not apply. The Norwegian Holiday Act ("Ferieloven") is binding regarding to annual holidays and holiday pay. If the collective agreement for Football, Handball and Icehockey are in force, the collective agreement shall be followed.

7. Insurance

The club takes out occupational injury insurance according to statutory demand as well as travel insurance if necessary.

The player is obliged to pay the player's license fee in accordance with the Norwegian Football Association's regulations.

8. Additional work or work related activity

A player employed on a fulltime basis as a footballer is not allowed to hold other employment or perform other work related activities which fall within the players work specification as described in his/hers employment agreement with the club unless the club has provided the player with a written consent. This also includes work related to activities within sports in general.

A player employed on a part-time basis, shall inform the club if he wants to change his main employer. The player is obliged to inform the club of any consequences the change will have to his obligations towards the club.

9. Illness, medical support and treatment

Upon injury or illness the player shall receive financial compensation in accordance with "Folketrygdeloven" (the Norwegian National Insurance Act). To the extent the club advances payment to the player according to "Folketrygdeloven", any subsequent payment from "Folketrygden" (the Norwegian National Insurance Scheme) shall devolve to the club.

The club shall offer medical treatment or other appropriate treatment free of charge if injury occurs while the player is performing his/hers obligations according to this contract.

The player is obliged to subject himself/herself to treatment by a doctor/physiotherapist/chiropractor as assigned by the club if the club is to cover all costs related to such treatment. Upon covering medical support and treatment, the club shall receive any reimbursement from public social security schemes, as well as reimbursement from medical insurances according to any relevant insurance schemes, which have been agreed upon with the player.

The player has the right to obtain a second-hand opinion on his injury by another doctor/physiotherapist/chiropractor provided that the player covers all such costs himself/herself. The player must inform the club in advance if he wants a second-hand opinion.

10. Report of non-appearance

The player is obliged to report any non-appearance to the club's contact person if and when absence is unavoidable and he/she is therefore prevented from performing his/hers obligations according to this contract. The player shall inform the club of any non-appearance as soon as he/she becomes aware that he/she will be prevented from appearing.

A positive A-test of a doping test will oblige the player to refrain from participation in match and/or training unless the player can produce documented evidence of medical exemption from the doping list. The player is obliged to announce his/her non-participation as soon as the positive A-test is announced to him/her.

11. End of contract

a) Expiration of contract

The contract expires at the expiration date as stated in this contract without any further notification from either the club or the player. If the club has employed the player for more than one year, the club shall send a written notification to the player where the expiration date is stated no later than one month before the expiration of the contract takes place (cf. AML § 14-9 no 4)

b) Termination of contract before expiration of contract

The contract is non-terminable before the date of expiration. The contract may nonetheless be terminated by one of the parties if conditions as described in appendix 1 are present.

12. Marketing contracts

The club retains all rights to enter into sponsor contracts, supplier contracts, license contracts, advertising contracts and other commercial and marketing contracts. According to Norwegian sports regulations, the player is not permitted to enter into private sponsor contracts or marketing contracts. The club retains the right to use photos and live footage of the player as well as the player's signature in marketing activities. Such use as mentioned above shall be discussed with the player in advance.

The club shall inform the player as soon as possible regarding information on the marketing contracts the club has entered into, as well as what obligations these contracts entail for the player.

The player has the right to reserve himself/herself against participation in commercials or marketing activities if such involvement is in conflict with the player's ethic and moral conviction.

When the club instructs the player to participate in marketing activities the club must take due consideration and see to that the player is not unreasonably strained by such activities.

The player is obliged to use the equipment and clothing handed out by the club to the player, for his/her use of such during trainings, matches and representations. The player is obliged to be loyal to the club's sponsors and shall promote these in a professional manner.

When the player represents a National Team in football, he is obliged to follow the National Team's regulations during the stay with the National Team, as well as when traveling to and from any National Team functions. If the National Team does not have any regulations regarding the

use of equipment and/or clothing, the player must use equipment and clothing according to the club's regulations.

13. Transfer to a new club

The club's and the player's rights and obligations upon the player's transfer to a new club, are regulated through the prevailing regulations issued by NFF and FIFA.

14. Miscellaneous

- a) *The player's rights to perform representative work*
The player's spokesman have the same right to perform representative work as representatives in NHO (Confederation of Norwegian Business and Industry) member organizations have according to "Hovedavtalen" (the National Wage Agreement) between NHO and LO (the Norwegian Federation of Trade Unions) 2006 – 2009, chapter V and VI.
- b) *Fair Play*
The player shall refrain from directly or indirectly participating in bets of any kind of a match and/or competition he or she is involved in. The player is refrained from directly or indirectly to bribe and/or facilitate bribery of a sporting event or attempt to directly and/or indirectly influence the result of a match through ungentlemanly conduct. (Refer to the NFFs Competition Regulations).
- c) *Dispute resolution*
Disputes regarding any aspect of this contract must be referred to "Fotballens Voldgiftsordning" (Arbitration for Norwegian Football) provided that nothing else is stated in mandatory provisions (i.e. AML), see also appendix 1.

Place..... Date..... Year 20.....

Head of the Club or an employed/Board member in the Club granted signatory rights

Player

Guardian (if the player is under 18 years old)

The club has not taken the advantage of Players agent or an adviser

The player have not taken the advantage of Players agent or an adviser

Players agent or adviser who has been involved in the negotiation in the favor of the club and/or the player, has to sign below

Player's agent/adviser representing the Club

Player's agent/adviser representing the Player

The Clubs countersign:.....

The Players countersign:.....

Appendix 1. Expiration/termination of contract (not subject to alterations)

Expiration/termination during the contract period

A. The club's right to terminate the player's employment

The club may terminate the player's employment with one months notification if:

1. The club's economy suffers substantial failure as opposed to a realistically set budget.
2. The player fails to maintain the expected level of play as presupposed in this contract.
3. The player does not fulfill his/hers obligations in the working-relationship, even though the player has been notified in writing of such breach by the club.

B. The club's right to dismiss the player

The club may dismiss the player with immediate effect if:

1. The player commits a material breach of his/hers obligations according to this contract.
2. The player puts the sport and/or the club in serious discredit through his/her behavior.
3. The player uses doping and/or any illegal narcotics.

C. The player's right to terminate the contract

The player may terminate the contract with one months notification if:

1. The club does not fulfill their salary obligations according to this contract and the delay in payment for one term exceeds one calendar month.
2. The club commits a material breach of its obligations according to this contract and any such breach is continued after the player has notified the club in writing of the breach.

D. Termination of contract according to transfer regulations

In addition to the abovementioned items A, B and C, the parties may terminate this contract pursuant to prevailing transfer regulations.

Dispute regarding the termination of contract.

Termination of this contract according to the abovementioned items A, B and C, fall under the scope of application of AML's regulations.

Disputes regarding termination of contract according to item D above shall be brought before NFF's "Voldgiftsordning" (Arbitration for Norwegian Football).

Appendix 2.

1. Other obligations

In addition to the obligations as mentioned in art. 2 a) and b) of this contract, it is agreed that the player shall participate in the following activities:

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2. The scope of employment

The parties agree that the obligations as defined under this contract shall represent% or hours per week, counted on average for the whole working year.

3. Salary, bonus and other economical contributions

Regular salary per month

Gross income per month is NOK..... Net income shall be paid via bank on the of each month.

(No salary is paid the month where holiday payment is paid out).

Unless otherwise is agreed, salary will be paid out in the same calendar month as it is earned.

Bonus (an independent bonus contract can be entered into by the parties and be attached to this contract).

The club shall pay the player bonus for matches where he/she has played according to the following scale:

Match bonus	NOK.....	Other bonus agreements	NOK.....
Achievement bonus	NOK.....	NOK.....
Loyalty bonus	NOK.....	NOK.....
Team bonus	NOK.....	NOK.....

The terms concerning how to achieve bonus shall be made in writing and forwarded to the player as soon as possible after the various amounts are confirmed.

Bonus shall be paid to the player along with his/her salary in the following month after the bonus terms have been met unless otherwise is agreed upon in writing.

Other economical contributions

In addition to the remunerations as stated above, the club and the player hereby agree that the club shall cover the following costs:

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Place..... Date..... Year 20.....

Head of the Club or an employed/Board member in the Club granted signatory rights

Player

Guardian (if the player is under 18 years old):

The Clubs countersign:.....

The Players countersign:.....

Appendix 3.

Declaration to the Norwegian Football Association
(Not subject to alterations)

The parties to this agreement hereby declare that:

- No other contract or understanding has been entered into either orally or in writing that alternates or affects the conditions regulated in this contract.

- As contracting parties, we are obliged to present all amendments that change or affect the conditions regulated in this contract to the Norwegian Football Association for approval.

We are aware of that any breach of this declaration can be penalized and sanctioned in accordance with NFF's penalty clauses and regulations, cf. NFF's laws and regulations.

Place.....

Date.....

Year 20.....

Head of the Club or an employed/Board
member in the Club granted signatory rights

Player

Guardian
(if the player is under 18 years old)

The Clubs countersign:.....

The Players countersign:.....