

Specimen Contract

The following contract is concluded between

a) the club, [redacted], represented by [redacted] hereafter referred to as Club and

b) the player [redacted], born [redacted], in [redacted]

presently residing in [redacted]

§1 Player undertakes to play handball for Club as an eligible player. Player shall observe Bylaws and Regulations of the national federation.

§2 The duration of the contract shall be from [redacted] to [redacted]

It shall be considered terminated:

- a) at the end of its duration
- b) upon conclusion of a written termination agreement
- c) by termination without notice for good cause. Club being in arrears with its contractual obligations pursuant to §4 for more than one month shall constitute good cause on the part of Player. Player's absence, pursuant to §3a of this contract, at an event, upon issuance of a previous written warning and without excusal, shall constitute good cause on the part of Club.

§3 Player undertakes to employ all his energy and skills on behalf of Club, and to do all in his power to maintain and increase such energy and skills, and to desist from practices detrimental to his performance or Club's prestige. Accordingly, Player shall

- a) participate in all club matches, training courses, training events, players meetings and other events in preparation for games and competitions, and at these events wear only items of clothing from Club's official outfitters (see §5c)
- b) present himself at Club's appointed physician for medical treatment in the case of an injury or illness
- c) undergo sports medicine and sports therapy treatments as prescribed by Club appointed physician
- d) participate in and contribute to all of Club's events in the service of Club's public relations
- e) behave in a manner that will not impair Club's image in particular and handball's in general and make no statements on Club's internal affairs
- f) demonstrate fair play towards anyone involved in games and training.

§4 In consideration of Player's undertakings, he shall receive:

- | | | |
|---|-------------------------------|---------------|
| a) a monthly expense allowance of [redacted] | c) rent subsidy [redacted] | e) [redacted] |
| b) performance-related cost refund [redacted] | d) travel expenses [redacted] | f) [redacted] |

All of Player's allowances are gross amounts. Club and Player shall pay taxes and social charges directly, including where monetary advantages are concerned.

§5 In addition to the allowances pursuant to §4, Club undertakes

- a) to guarantee regular games and training managed by qualified experts
- b) to provide sufficient care in respect of sports medicine and sports therapy
- c) to provide sufficient sports clothing for games and training
- d) to make Player available for national team matches as per the provisions of Article 7 of the IHF Player Eligibility Code.

Attachment 4

- §6 Player is entitled to [redacted] working days without games or training. Working days are defined as days other than Sundays and official holidays. Player shall take his annual vacation before the preparation period for the coming season. Player's vacation shall not coincide with games involving points, cups or official friendly matches. Exceptions shall be for urgent personal or professional reasons only and require Club's agreement. The contractual expense allowance shall continue to be paid during the period in which no games take place. Performance-related payments and travel refunds made by Club during the duration of this contract shall in no way affect the amount of compensation during the time in which no games are played.
- §7 Club shall inform its national federation within [redacted] days, in writing, of the signing of this contract.
- §8 Amendments, additions, or the termination of this contract shall be in writing. The fact that individual clauses of this contract may be invalid shall not in any way prejudice the validity of this contract as a whole. Should a contractual stipulation be invalid, the parties to the contract shall generate a new, valid clause which is as close in meaning as possible to the one it replaces. Verbal agreements and agreements with third parties relating to Player's undertakings pursuant to §1 of this contract, shall be invalid.
- §9 In case of any disputes, the International Handball Federation or its judicial bodies are the bodies of first instance. Once all internal remedies of the International Handball Federation are exhausted, an appeal against the decision of the IHF can be lodged with the Court of Arbitration for Sport in Lausanne whose decision will be final.
- §10 This contract is signed in five copies (two copies for each of the signatories and one copy to be deposited with the International Handball Federation).
- §11 The International Handball Federation will issue the ITC once the contract is deposited with the International Handball Federation.

Place / Date

[redacted]

Club (signature and stamp)

[redacted]

Player (signature)

[redacted]