

Player contract

PARTIES

Player _____ (hereinafter referred to as "Player")
Social Security no. _____
Address _____
Telephone _____
E-mail _____

Club _____ (hereinafter referred to as "Club")
VAT no. _____
Address _____
Telephone _____
E-mail _____
Contact person _____

All notifications related to the contractual relation are submitted to one of the addresses mentioned above and the other contracting party shall be immediately informed about changes in the information.

This player contract template must be used for new player's contracts starting 1.7.2015 in the following adult competitions in Finland:

Men: The League, Division One and Division Two

Women: The League and Division One

The Club and the Player accept that the Football Association of Finland may publish the length of this contract.

The contract shall be signed by both the Club and the Player. The financial and other conditions between the Player and the Club are defined in a separate contract, to be attached to this player contract. If some other terms of contract are in contradiction with these player contract terms, these player contract terms are the ones primarily observed in the contractual relation.

The terms mentioned in this contract and applicable peremptory provisions are applied in this contractual relation.

With this contract, the Player commits to training and playing football in the Club under the management and supervision of the Club. The Player is to behave in such a manner that is not detrimental to the club, the game or sport in general with unsportsmanlike or other such conduct. The Player is to take care of his/her physical condition at all times.

TERM OF CONTRACT

This is a fixed-term contract. The contract starts _____ and ends _____. The work specified in the contract starts _____.

The reason for the fixed-term contract is the general practice and seasonality of sports.

TERMS OF AGREEMENT

1 § The Player's Team

The Player's team is the Club's First team, reserve team, farm team, cooperation club team or junior team, unless otherwise agreed in the appendix "Financial and other conditions".

In this contract, Club refers to a member club or organisation of the Finnish Football Association (Suomen Palloliitto) to whom have been transferred the rights to participate in competitive sport upon agreeing to a contract accepted, by the Football Association's governing body, between the club or organisation.

2 § Trial period

If in the appendix "Financial and other conditions" a trial period has been agreed upon according to the Employment Contracts Act, or a term of contract with similar content has been agreed upon somewhere else than in the contract of employment, and the employment contract or contractual relation is terminated based on the trial period condition, the Club is required to hand over rights to the Player to a new club without remuneration or condition, granted that there are no unfulfilled obligations on the part of the Player. The rights of representation shall be handed over without match restrictions.

The Club cannot terminate the contract based on the trial period condition in the event of when the transfer of representation rights is impossible according to the rules of the competition, unless the Player is found guilty of a breach of contract.

3 § The Option Clause

The option clause in a contract becomes binding only when it has been agreed upon in the appendix "Financial and other conditions", attached to this contract. If the Player's contract does not mention wages for the option period, it shall be defined according to the valid terms of the agreement.

4 § The Player's Equipment

In training sessions, matches and other Club functions the Player is to wear the appropriate attire or kit according to the guidelines of the team and Club management.

The Player is to return all property that has been given to him/her to the Club unless otherwise specified in the appendix "Financial and other conditions".

5 § Commercial Rights

The Player is committed to represent the Club in PR and other events as deemed by the Club management, without additional fees.

The Player is obligated, when asked by Club management or coaches, to participate in press conferences and interviews both before and after matches.

The Club has sole marketing rights concerning photographs of the Player in the Club strip.

The Player is not permitted, unless otherwise stated in the appendix "Financial and other conditions", to form private sponsorship or other such agreements that are in dispute with similar agreements made by the Club. The Club is obliged, at the moment of signing the Player's contract, to inform the Player in writing of the abovementioned agreements with notice that they cannot be referred to afterwards.

6 § Regulations Concerning the Player's Representative

Requirements according to which the Player shall use a player **representative** selected or approved by the Club are null and void. If the Player has a contract with **a representative**, the Player shall notify the Club about it.

7 § Disclosing Health Information

Without the Player's consent, the Club has no right to disclose specific health information on the Player to a third party, observing the restrictions specified in the Personal Data Act.

8 § Gambling

The Player is committed not to engage, personally or through an intermediary, in gambling his/her Club's and the farm team's matches or games and will not otherwise behave in a manner that might give rise to questions concerning the relationship between the Club and gambling.

The Player is required to inform his employer and the Finnish Football Association and/or the Football League upon being contacted with a request, an enquiry or other wish to: fix the outcome of a match in advance; injure a member of one's own team or that of the opponent, to manipulate the circumstances and conditions or the game or pitch; to harass the opposing team either during or before the game and/or if the player is offered monetary or other forms of compensation for fixing a game.

Neglecting this term of contract gives the Club the right to terminate the player contract immediately.

9 § Doping, drugs and use of medication

The Player must comply with the current Finnish anti-doping committee, ADT ry, Football Federation, International Football Association and the Olympic Committee anti-doping legislation and is committed to not using drugs. Unless Finnish anti-doping legislation states otherwise, the current drug testing legislation of the International Olympic Committee will be enforced.

Proven use of doping substances or drugs resulting in a ban from playing gives the Club the right to terminate the Player's contract. The use of doping or drugs and resulting conflicts between the Player and the Club will be resolved in court.

The Player must refrain from using medication without the Club doctor's permission. If the Club has not appointed a doctor, the Player must him/herself find out whether the medicines are permissible within the Club's regulations.

10 § Upholding the Rules of the Football Federations

All sporting activity is to follow the rules and regulations of FIFA, UEFA and the Football Association of Finland (Suomen Palloliitto). The Player is also committed to abiding by the rules of the Club, given that they are made available in writing before the undersigning of the Player's contract.

11 § Point and Bonus Pay and Team Compensation

The Club has the right to form a private bonus contract or a system for compensating for points and bonuses with each individual player. These shall be defined in the appendix "Financial and other conditions".

If the Player does not play for the First team of the Club but in another team appointed by the Club, the Player is entitled to wages, points and bonus compensations and equivalent compensations as specified in the appendix "Financial and other conditions".

The right to points, bonus and team compensation is in accordance with the team the Player belonged to at the moment of the awarded compensation.

All Players will receive an equal amount of point and bonus compensations and equivalent compensations awarded to the team unless otherwise stipulated in the appendix "Financial and other conditions".

The Club will formulate a written and signed document concerning the team compensation, if any, to be signed by every Player and attached to each Player's contract.

12 § Insurance

The Player's pension and accident insurance shall be arranged in accordance with the law on providing pension and accident cover for athletes. Details of insurance coverage and amounts must be made available to the Player within one month of signing the contract.

If the Player does not need insurance coverage as mentioned, the Club must then insure the Player with at least the minimum prerequisites as stated by the Finnish Football Federation. The insurance alternative is specified in the appendix "Financial and other conditions".

The Club is permitted to make available the insurance details of the Player to the Football Federation.

13 § Wages during Incapacity

In the event that the Player is unable to fulfil duties stipulated in the player contract due to illness or non-work related trauma, the Player is entitled to wages for the period of incapacity for up to two months concerning the one and same illness. Any incapacity will be determined by a doctor appointed by the Club, if the Club has defined such a person in its operations.

In the event that the Player is unable to fulfil duties stipulated in the player contract due to work-related injury or illness, the Player is entitled to full wages for the entire duration of incapacity concerning the one and same illness or injury, however for a maximum of seven months.

In addition, the Player is entitled to 75% of the full wages for the period of incapacity succeeding seven months, but not in excess of twelve months from the beginning of the illness.

However, the Player's right to get wages from the Club for the period of incapacity will end at the latest on the expiry date of the contract.

During the time of incapacity the Player is relieved of any duties that he/she cannot participate in according to the doctor's certification.

Duties towards the Club include guided training overseen by the Club or based on the training programme, matches, training camps, sponsor-related events or other duties mentioned in this contract, including travel to these events.

From the obligations of payment mentioned in this paragraph will be deducted by the sum which the Player has received from a third party for loss in earnings excluding compensations the Player has received from voluntary health or accident insurance.

The Player is obliged to give the Club power of attorney over transfer for the sum corresponding to the Player's wages during a period of incapacity, with which the Club can apply for repayment of the paid compensations from the third party.

However, wages for the period of incapacity or injury mentioned in this section will not be paid if the illness or injury is purposely self-inflicted or due to gross negligence on the part of the Player. This also

refers to illness or injury that has occurred while partaking in sports activities that have been forbidden as stated in the appendix "Financial and other conditions".

Wages during incapacity or injury will also be withheld if the Player fails to adhere to a doctor's orders concerning medication and recuperation.

14 § Annual Leave

The Player's right to annual leave is in accordance with the Annual Holidays Act, if the work contract is as such as specified in the Act.

Due to the nature of the work, annual leave can only be held outside of the actual holiday season (1 May – 30 September), outside the football season. If so agreed by the parties, annual leave can be held during the actual holiday season.

Days off during the football season are not the Player's annual holidays, but days of rest as determined by the employer. Deviation from this regulation, the time from 12 o'clock on the Friday before Midsummer (Midsummer's Eve) until 24:00 o'clock on Saturday (Midsummer Day) is always the Player's annual holiday (total 1.5 days) and during that time the Player has no obligation to work, excluding international games.

The annual leave must be held continuously for a period of at least two weeks at a time. The rest of the holiday must be held in periods of at least one week at a time. The Player must be informed of the annual leave at least two weeks before the beginning of the holiday. If the Club does not inform the Player of the holiday, the Player's annual leave starts on Friday the week after the last official match and lasts for four weeks.

No match or training requirements can be assigned for the Player during the annual leave.

15 § Forbidden Contractual Penalty Conditions

Contractual penalties cannot be imposed upon the Player contrary to the Employment Contracts Act and the contractual penalty can never exceed 20% of the Player's annual income. Collecting the contractual penalty requires that it has been clearly, specifically and unequivocally agreed on in the appendix "Financial and other conditions".

16 § Fund Management

Should the Player wish to invest part of his/her wages in a fund according to clause 116 of the Income Tax Act, the Club shall take care of investing the funds monthly under the Player's name as stipulated in the appendix "Financial and other conditions".

17 § Termination of the Contract

A Player's contract under the Employment Contracts Act can be terminated only in accordance with the Employment Contracts Act. Other player contracts can be terminated if the Player is found guilty of substantial breach of this contract or behaves in such a manner that is detrimental to the Club or the Player's teammates.

If the decision to terminate the contract is mutual then the Player has free transfer rights to another Club. The old Club cannot demand remuneration for the Player's transfer to another club.

Player contracts that are valid for an indefinite period of time can be terminated in accordance with the Employment Contracts Act. After the period of notice the Player is free and the old Club cannot demand any kind of remuneration for the Player's transfer from the new Club.

18 § Obligation to Maintain Secrecy

Matters agreed on in the appendix "Financial and other conditions", attached to this contract, are confidential.

19 § Settlement of Disputes

Disputes concerning the Player's contract will be settled in the Club's local courts. Finnish legislation shall be applied.

20 § Distribution

This contract has been made in two similar copies, one for the Club and one for the Player. The Club shall submit a copy of this agreement to the Finnish Football Federation as stipulated in the licence or competition regulations.

Place and time: _____

Signatures:

Club signature

Player's signature

APPENDICES

- Appendix: Financial and other conditions

APPENDIX: FINANCIAL AND OTHER CONDITIONS

This appendix, Financial and other conditions, is included in the following contract:

Player: _____

Club: _____

Date of signature: _____

The Player has been represented by a qualified “Representative” in the negotiations of this player/transfer contract

YES _____ NO _____

The name of the representative: _____

Signature of the representative: _____

The Club has been represented by a qualified “Representative” in the negotiations of this player/transfer contract

YES _____ NO _____

The name of the representative: _____

Signature of the representative: _____

FINANCIAL CONDITIONS:

Wage conditions:

-monthly wages / gross _____

-time of payment of monthly wages: on the _____ day of each month

- match fee / gross _____ time of payment: _____

-point fee / gross _____ time of payment: _____

-team bonuses/gross _____ time of payment: _____ fringe benefits _____

Other agreed conditions (compensation for tax-free costs is only paid for travel expense claims submitted according to the rules and regulations set by the tax administration)

OTHER CONDITIONS:

Player's team

According to the Club or farm contract, the Player does not have to play in the following teams: _____

Trial period:

length of trial period (max 4 months): _____ months from the beginning of the employment relationship

The Option Clause

who has the right to use the option: Club _____ , Player _____

length of option period in months and when: _____

Using the option clause shall be notified in writing at least _____ months before the expiration date of the contract on penalty of that the option right can no longer be used.

Wage conditions for the option period:

Other conditions for the option period:

Insurance

Insurance is obligatory for all young players and adult players who play in the Federation's adult series. The insurance will take effect according to the conditions of insurance as specified in the product description.

Other insurance cover, name (insurance company and cover)

If the Player has been subject to a work-related injury in sports activities, the Club is committed to pay for the Player's reasonable treatment and surgery costs for the injury in question in terms of the costs that exceed the maximum amount of treatment costs as specified in the insurance: **Yes / No**

Allowed sports activities

The Player has the right to normal fitness training, such as walking and running. With the permission from the Club, the Player can also exercise other kinds of sports activities:

Sports activities permitted by the Club: _____

Football shoes

The Player uses football shoes _____ (brand) included in the Club's equipment contract when training and in matches, when the Club is responsible for the acquisition and costs of the shoes.

_____ **Yes** – amount of shoes _____ (pairs/contract year)

_____ **No**

Investing income

I wish to invest a part of my income in the Athletes' Training and Professional Advancement Foundation of Finland (Suomen urheilijoiden koulutus- ja ammatinedistämissäätiö). Should the Player want to, he/she can make changes in this term of agreement with a separate notification to be submitted to the Club.

___ **Yes / No** ___

The part to be invested in the fund will not be taxed in the year of earning.

The part of my income _____ % or _____ euros

Other conditions (other equipment, behaviour, contractual penalty etc.)

Time and place: _____

Signatures:

Club signature

Player's signature