



FIXED-TERM LABOR AGREEMENT

No. _____

Country: _____

_____, 20____

City: _____

(Employer company name)

represented by Director _____
(Name and surname of Director)

acting on the basis of the Charter, hereinafter referred to as the **Employer**, and

_____, **AN INDIVIDUAL**
(Name and surname of Employee)

(Personal Code: _____), hereinafter referred to as the **Employee**, on the other part, hereinafter jointly referred to as the **Parties**, have signed the present Fixed-Term Labor Agreement (hereinafter referred to as the Agreement) as follows:

1. This Agreement is signed for a period of _____ (_____) years and is valid from the moment of signing until _____, 20__.
2. The Employee undertakes to perform the work of a business-training teacher at a branch of the MINIBOSS BUSINESS SCHOOL International Educational Network in
the City of _____ **in** _____.
(City) (Country)

The MINIBOSS BUSINESS SCHOOL International Educational Network's Branch operates on the basis of the Franchise (Commercial Concession) Agreement, with the necessary and sufficient data of which the Employee will be acquainted during the mandatory annual training courses for staff of the MINIBOSS BUSINESS SCHOOL International Educational Network.

The Employee undertakes to examine and strictly implement the Standards of use of the Complex of Exclusive Rights (CER), with which he/she will be acquainted during the mandatory annual training courses for staff of the MINIBOSS BUSINESS SCHOOL

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International Education Network, to regularly receive all the necessary knowledge and upgrade her skills, pass tests and examinations, and strictly follow the instructions of the Copyright Holder (his successor).

The transfer of the necessary knowledge takes place based on the Employee Training Agreements.

3. The Employer undertakes to:

- Pay for the Employee's work, according to the salary in the national currency, in the amount of _____ (_____) _____ per _____ in proportion to the time of work and in proportion to the executed scope of the planned work, according to the staff schedule and job responsibilities.
(An hour / a day / a week / a month / a year)
- Working time norms are determined by the following data:
The employee works ____ (_____) hours per day, ____ (_____) days per week.
Day off is _____ or as agreed by the Parties.
- Ensure safe and harmless working conditions for the fulfillment of commitments undertaken by the Employee, equip the workplace in accordance with the requirements of labor protection regulations, provide the necessary equipment, training aids, and other materials.

4. The time for performance of the work is set according to the schedule: from ____:____ a.m. to ____:____ p.m. with breaks for lunch and rest.

5. The duration of the annual paid leave is ____ (_____) calendar days. The time of the paid leave is determined by the Parties.

6. The Employee is notified and is aware that the materials he/she uses to conduct the training and teaching of clients are a confidential information and commercial secret, which are owned by their **Rightholder** and **Franchiser — International Business Academy Consortium LTD.**

A complete List of Confidential Information and Commercial Secret is specified in the Non-Disclosure Agreement, which is Annex No. 1 to this Agreement.

7. The Employee who receives the necessary knowledge in each mandatory training course for staff (teachers, management) or owners at the expense of the Employer (Copyright Holder) must work for at least 3 years from the moment of passing each course of her training.

In the event of early termination of the Agreement on the initiative of the Employee or if the Employee forced the Employer to make a decision to dismiss the Employee in accordance with the procedure established by law, the Employee is obliged to pay in favor of the Employer 1,000 (One thousand) euros for each training or advanced training completed by the Employee, which he received within 3 years prior to the termination, and as a result of which the Employee received the relevant Certificates from the **Rightholder** (Franchisor).

Payment is made in the national currency of the country in which the Employer operates

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and at the rate of the National or Central Bank on the day of payment.

The basis of the payment is the compensation of the Employer's expenses for the training of the Employees. The Employee's salary is subject to taxation in the manner and in the amounts determined by the legislation of the country in which the Employee does the job.

8. The Employee is subject to compulsory state social insurance, if it is necessary in accordance with the legislation of the country in which the work is carried out by the Employee.

9. Grounds for tax benefits and other benefits (available/unavailable):

_____.

Information on the number of children, dependents, other grounds:

_____.

10. When resolving issues not provided for by this Agreement, the Parties are guided by the labor legislation of the country in which the work is carried out by the Employee.

11. The Agreement comes into force from the moment of its signing or from the date specified by the Parties in the Agreement, but not later than the day of actual admission of the Employee to work (including the training time).

12. Disputes of the Parties on the fulfillment/non-fulfillment of the Agreement terms and conditions are considered by the court.

13. The Labor Agreement is made up in three copies, one is for the Employer, the second — for the Employee, and the third — for the Copyright Holder/Franchisee.

14. Banking details of the Parties.

Name of the Employer: _____ _____	The Employee: _____ _____
_____ _____ _____ _____ _____	_____ _____ _____ _____ _____

Signatures of the Parties:

On behalf of the Employer _____ _____ _____	The Employee: _____ _____ _____
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The Agreement copy is received by:

The Employer's representative	The Employee	The Franchiser's representative
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____, 20__	_____, 20__	_____, 20__

Termination Agreement

of the Fixed-Term Employment Agreement No. _____ of _____, 20__

Country _____, 20__
City _____

The Parties have agreed to terminate early the Fixed-Term Labor Agreement No. _____ of _____, 20__, in connection with _____

(Grounds for the Agreement termination are specified with reference to the relevant articles of labor legislation)

Signatures of the Parties:

On behalf of the Employer:	The Employee:
_____	_____
_____	_____
Position of the authorized person	_____
_____	_____
Surname, name	_____
_____	_____
_____	_____

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