

This agreement is made and entered into on the last day set out bellow by and between **Finnish Floorball Federation**, (Suomen Salibandyliitto ry, Alakiventie 2, 00920 Helsinki, Finland (hereinafter referred to as “FFF”)

AND

The International Floorball Federation, (with its legal seat in Switzerland) Alakiventie 2, 00920 Helsinki, Finland, (hereinafter referred to as “IFF”)

1. Purpose of the agreement

- 1.1 According to the FFF Central Board resolution, the FFF offered to cover the cost of the IFF office and one office employee for a period of four years, from 2017 – 2020, as a part of the FFF initiative to support the development of International Floorball

2. Scope of the agreement

- 2.1 The agreement concerns the providing of services, in accordance with section 4 bellow.

3. Duration of the agreement

- 3.1 The agreement applies as from January 1st, 2017, and shall end on December 31st, 2020. For termination of the agreement in the end of the contract period, a notice of termination must be given six (6) months prior to the expiration date.

In the event that none of the parties has given such notice of termination, the agreement shall continue in full force during successive renewal periods of two (2) years. A notice of termination must be made in writing in order to be valid.

- 3.2. Discussions of the prolonging of this agreement shall take place during the Q1 in 2020.

4. Services

- 4.1 For the performance of services at IFF’s secretariat in Helsinki, Finland, FFF shall provide an office employee, presently the position of the IFF Competition Coordinator.
- 4.2 The services of the office employee, shall correspond to a full-time employment, i.e. 100 per cent of a permanent full-time employment per month. The services include salary costs as well as all legal taxes in Finland, and necessary costs for all infrastructure (such as e.g. office rent, mail- and computer services, mobile- and ordinary phone costs, and postal costs, copying and travel costs.). All these costs are covered by the FFF.
- 4.3. The IFF Office is responsible to provide a yearly budget for the complete costs of the IFF Office, in accordance with the procedures and timetables of the FFF.
- 4.4 The correspondent value of the services rendered (office and employee) is equivalent to a sum of at least 80.000 € on a yearly basis.
- 4.5 For all the other employees employed by the SSBL on behalf of the IFF, apart of the secretary general and the office employee, all costs are to be paid by the IFF. The SSBL is to invoice these costs four times a year in accordance to a separate plan.

4.6 The employment of the secretary general shall be determined in a separate employment contract, which shall be contra signed by the IFF President.

5. Employers responsibility

5.1 FFF is the employer of its own staff and is, thereby, responsible for the payment of the salary, social fees and other costs according to any agreement or law relating to FFF and its staff.

6. Secrecy

6.1 FFF is bound to make sure that the persons performing services for IFF undertakes not to reveal to third parties such confidential information which they obtain during the performance of the assignment.

The content of this agreement shall be kept within the central boards of both organisations.

7. Entire agreement; Amendments

7.1 This agreement constitutes the entire agreement between the parties on all issues to which the agreement relates.

7.2 Only those amendments and additions to this agreement that are made in writing and signed by the parties are valid.

8. Assignment of the agreement

8.1 This agreement may not be assigned to a third party without a written approval of the parties.

9. Severability

9.1 If any provision of this agreement or part thereof shall to any extent be or become invalid (for example change of personnel), the agreement as a whole shall not be annulled. If the annulled provision or part significantly affects one party's benefits from or performance based on this agreement, the agreement shall be reasonable adjusted.

10. Renegotiation

10.1 Negotiations concerning the scope and direction of this agreement may be demanded by the parties in the event of substantial changes of the circumstances on which this agreement is based.

11. Force majeure

11.1 Either party shall be relieved from its obligations if the performance hereof is delayed due to circumstances which are beyond the parties' control. The following circumstances shall be considered as force majeure if it prevents the fulfilling of this agreement or part of this agreement; war or acts of war, natural disaster, fire, explosion, labour disputes and government acts or regulations. A party desiring to invoke an event of force majeure shall give immediate notice in writing to the other party.

11.2 As soon as the event of force majeure comes to an end, the party shall notify the other party hereof and also state when the obligations that have been delayed due to the event of force majeure will be fulfilled.

12. Disputes

12.1 Any dispute arising out of or in connection with this agreement shall be settled by arbitration in accordance with IFF statutes.

12.2 The place of arbitration shall be in Helsinki, Finland.

This agreement has been executed in two identical copies, of which the parties have received one each.

Helsinki March 19th, 2016

FINNISH FLOORBALL
FEDERATION (FFF)

INTERNATIONAL FLOORBALL
FEDERATION (IFF)

Ismo Haaponiemi
President FFF

Tomas Eriksson
President IFF

Kari Lampinen
General Secretary FFF

John Liljelund
Secretary General IFF