

This agreement is a continuation of the previous agreements made and entered into for the first time in March 2005 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 IFF will buy services from the FFF. The services will consist of the office staff and Mr. John Liljelund at the present, who will have the full-time employment as secretary general of IFF.

2. Scope of the agreement

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

3. Duration of the agreement

- 3.1 The agreement applies as from January 1st, 2017, and shall end on December 31, 2020. For termination of the agreement, 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 the IFF’s secretariat in Helsinki, Finland, FFF shall employ the IFF general secretary, elected by the IFF. The employment of the secretary general is firstly based on the decision of the IFF CB and secondly based on the separate employment document, signed between the secretary general and the FFF, contra-signed by the IFF President..

The IFF will renew the employment contract of the IFF secretary general, after the election of the secretary general in 2016, for the period 2017 – 2020.

- 4.2 If the secretary general should be prevented from performing what is stated in section 4.1 above, this agreement shall immediately expire without any obligation for either party to compensate the other party for the period thereafter.

- 4.3 The services 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 infrastructures (such as e.g. office rent mail-

and computer services, mobile- and ordinary phone costs and postal costs and copy.).
The FFF will invoice all IFF related travel cost directly from IFF.

- 4.4 IFF shall as compensation for the person placed at IFF's disposal, § 4.1-4.3, pay to FFF an amount of 160,000 CHF per year, according to a system agreed.

5. Terms of payment

- 5.1 FFF shall send an invoice to IFF at the end of each quarter of the year. Payment shall be made not later than 30 days following the issue date of the invoice. If payment has not been made by the due date, FFF is entitled to interest on the overdue payment according to Finnish law.

6. Employers responsibility

- 6.1 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.

7. Secrecy

- 7.1 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.

8. Entire agreement; Amendments

- 8.1 This agreement constitutes the entire agreement between the parties on all issues to which the agreement relates.
- 8.2 Only those amendments and additions to this agreement that are made in writing and signed by the parties are valid.

9. Assignment of the agreement

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

10. Severability

- 10.1 If any provision of this agreement or part thereof shall to any extent be or become invalid, the agreement as a whole shall not be annulled. If the annulled provision or part of significance affects one party's benefits from or performance based on this agreement, the agreement shall be reasonable adjusted.

11. Renegotiation

- 11.1 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.

12. Force majeure

- 12.1 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, labor 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.
- 12.2 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.

13. Disputes

- 13.1 Any dispute arising out of or in connection with this agreement shall be settled by arbitration in accordance with IFF statutes.
- 13.2 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