

AMATEUR CONTRACT

FOR HANDBALL PLAYERS IN A CLUB

BETWEEN

THE CLUB

Org. no.: _____

Address: _____

AND

THE PLAYER

Date of birth: _____

Address / Place: _____

FOR THE PERIOD

From: _____

To: _____

This contract is entered into in accordance with the Norwegian Handball Federation's (NHF) rules, and is binding for both parties from the day it is signed. The amateur contract may be entered into for the upcoming season/the current season and the subsequent season, but for no more than a total of two seasons.

To enter into a contract with a player who is a minor, an information meeting must be held between the Club and the player's guardians. The meeting is recorded in minutes and signed by both parties. The minutes are attached to the contract. The contract with a minor shall be signed by both the player and the player's guardians, cf. NHF's Regulations on transfers and loans § 38 (2).

___, the ___ of _____ 20__

BINDING SIGNATURE FOR THE CLUB

PLAYER'S SIGNATURE

GUARDIANS' SIGNATURE FOR PLAYERS UNDER 18 YEARS

The following documents form part of this contract and are issued in two (2) copies, one for the Club and one for the Player:

- PART I: General provisions
- PART II: Rights and obligations of the parties

- PART III: Termination of the agreement

I. GENERAL PROVISIONS (CANNOT BE CHANGED)

1.1 An amateur player cannot receive a salary exceeding NOK 1,499 per month*. (This limit may be adjusted by the NHF Board and announced at www.handball.no.) A player who is to receive a salary exceeding NOK 1,499 per month shall enter into an employment contract (professional contract), cf. NHF's Regulations on transfers and loans § 39.

*Where the total salary paid by a club to one individual during the income year does not exceed NOK 10,000, the salary shall be exempt from reporting obligations and exempt from taxation. If the payments exceed NOK 10,000 per year, the entire amount shall be taxable and subject to reporting.

1.2 The Player is obliged to be a member of the Club and comply with the Club's laws and regulations. Membership does not end when this contract expires.

1.3 During the contract period, the Player cannot be registered as eligible to play for a new club as an amateur without the agreement of both Parties and the new club. However, the Player may terminate this amateur contract if he/she is to enter into a professional contract with another club.

II. RIGHTS AND OBLIGATIONS OF THE PARTIES

1.2 Obligations of the Player

1.1 The Player must hold a valid license in order to participate in training and match activities.

1.2.1 The Player is obliged to attend the training sessions, matches, and other activities that the Club requires. The schedule for matches, training sessions, and other activities is set out in the list below; however, the Club reserves the right to change these times. Any changes shall be notified to the Player within a reasonable time

1.2.3 The Player is obliged to notify the coach/manager if he/she is unable to attend training, matches, or other club activities, cf. above.

1.2.4 The Player is obliged to play matches for the team designated by the Club.

1.2.5 The Player is obliged to refrain from using substances and methods prohibited under the regulations of NIF, IOC and the IHF, as applicable at any time.

The Club is obliged to inform the Player about the rules regarding prohibited doping substances and methods, as well as the consequences of violating anti-doping rules. However, the Player acknowledges that any failure by the Club to fulfill this duty cannot be used as a defense in a doping case.

The Player is obliged to complete the online course "Clean Athlete" (Ren utøver), provided by Anti-Doping Norway, every second year.

1.2.6 The Player is obliged to comply with the laws and regulations of sport (club, individual sport, sport federation).

1.2.7 The Player may neither directly nor indirectly participate in betting or gambling in connection with matches in which the Club's teams are involved, nor in any way assist in, attempt to assist in, or participate in bribery, or seek to influence the outcome or specific incidents in a match through unsportsmanlike conduct. If the Player is contacted by persons seeking to induce the Player to influence the outcome or specific incidents in a match through unsportsmanlike conduct, the Player shall immediately notify the Norwegian Handball Federation thereof.

1.2.8 The Player is obliged to use the equipment and clothing provided by the Club for training, matches, and representation

2. Obligations of the Club

2.1 The following match and training equipment will be paid for fully or partly by the Club: (If no cost-sharing is specified below, the Club covers the equipment fully.)

2.2 Upon prior approval by the Club, the Player may be reimbursed for the following expenses upon submission of valid documentation:

Receipts must be submitted no later than the ___ of each month.

Reimbursement claims not submitted within three (3) months after this date will not be paid.

2.3 The Player receives NOK ___,00 per month in salary, in addition to reimbursement of expenses under section 2.2. The payment will be made on the ___ of each month.

3. Medical assistance and treatment

3.1 The Club assists the Player with medical help or other necessary and appropriate treatment for injuries sustained during participation in matches and/or training under the Club's auspices. The Player always has the right, however, to consult his/her own doctor at own expense.

4. Sponsorship agreements and other business agreements

4.1 Player's Duty to contribute to the Club's Marketing Agreements

The Player is obligated — to a reasonable extent — to contribute to the Club's marketing agreements, cf. NIF's Statutes § 14-5 and NHF's Marketing Regulations § 2.4. For this purpose, the Player shall make his/her name, image (photo and film) and signature etc. (hereinafter referred to as "image rights") available to the Club for use in connection with the conclusion and fulfilment of the Club's marketing agreements and other marketing-related activities, such as the promotion of matches etc.

4.2 The Right to Enter into Marketing Agreements

Pursuant to NIF's Statutes § 14-4 (4) and the Copyright Act § 104, the Player holds the ownership rights to his/her own name, image, and signature ("image rights"). However, the right to enter into marketing agreements belongs to the sports organization, cf. NIF's Statutes § 14-4 (1). The Norwegian Handball Federation (NHF) has nevertheless decided that Players who are members of a Club may enter into — and be a party to — their own marketing agreements, provided that:

- The Club has given written consent allowing the Player to commence negotiations with the relevant cooperation partner.
- The Player informs the relevant cooperation partner that any potential marketing agreement is not binding until the Club has granted prior written approval of the agreement.
- The Club shall approve and co-sign the agreement and ensure that it receives a reasonable share of the revenues generated by the Player's own marketing agreements, cf. NHF Marketing Regulations Section 2.5 and the NIF Articles of Association Section 14-4 (2).

The Club may refuse to approve a private marketing agreement if there is an objective justification for doing so. Objective justification shall include, inter alia, circumstances where the agreement conflicts with the Club's values or interests, conflicts with the Club's existing sponsorship agreements, or where the Club is conducting negotiations with potential sponsors within the same industry or product category — or where the relevant industry is of such a nature and scope (for example energy, telecommunications, banking, insurance, or similar) that the Player should not be permitted to block the industry for the Club's commercial partnerships.

The Club may also impose conditions for approval, including that the Player shall have the right to terminate the private marketing agreement if circumstances arise that constitute an objective basis for the agreement no longer being maintained, for example if it comes into conflict with the Club's commercial partnerships or core values.

The Player may not use the Club's trademarks, logo, kit, club name, or other identifying marks in connection with the Player's own marketing agreements or marketing activities.

The Player is entitled to receive a response to the request within a reasonable time. If the Club rejects the request, the Player may require a written justification for the rejection.

III. TERMINATION OF THE AGREEMENT

6. After the expiration of the contract period, the Player is free to join a new club, provided that the financial and contractual obligations have been fulfilled.

7. DISPUTES

7.1 Voluntary dispute resolution

If a dispute arises regarding the interpretation or implementation of the Club's or NHF's rules and regulations between the Player and the Club, and the parties cannot reach an agreement, the dispute shall be resolved in accordance with NHF's law and regulations.

The parties may bring other matters relating to the contract before NHF for dispute resolution.

This contract is issued in two (2) copies, one for each party.