

Filnavn: 01-3.03-Arbeidsavtale sesong & deltid Tråkkere	Arbeidsavtale sesong og deltid Grooming		Side 1 av 1
Ref.:	Utarb.: NLR	Godkj.: MA/TO	Utskriftsdato: 16.09.24

EMPLOYMENT AGREEMENT FOR SEASON AND PART TIME EMPLOYEES 2024-2025

1. Name: LUKAS HILTENSBERGER Worked here before ☐ yes ☒ no

Social Security Number:

Norwegian Bank Account Number:

IBAN number: DE 41 7336 3920 0008 4312 99

BIC: GENODEF15FO

Address: Norelia

Zip code/Place: 3536 Norestrand

Phone number: +4915737463621

E-mail: lukas@hiltensberger.eu

License plate: OA X 2044

Start date: 01.02.24

Has entered into the following employment agreement

2. Work place: SKISCHOOL, SKIRENTAL

The company's area/premises at Norefjell work period. The work is started at the defined start of the season for the individual and ends at the end of the season or by downsizing with 7 days' notice.

3. The employee is employed as a season worker / part time during the above period. In special cases, it must be expected that extra days off must be taken. The trial period is 30 days with a 14-day notice period. Then 30 days mutual notice period.

4. Holidays and vacation money following by the holiday law and agreed in advance with the employer. Part time employees are not entitled to vacation.

5. Salary is NOK. 198 pr. hour as described in wage conditions and the current collective agreement.
Grooming addition is +15 per ski lesson pr. hour.

6. If an incorrect payment has been made on the payday, the company can make the necessary adjustment on the next payment. Salary is not paid until all paperwork and account number are in order.

7. Working hours and rules are stated in the personnel system. Otherwise refer to Aml. § 14-5, § 14-6 and § 14-8. Because of the special operating conditions in a ski resort, the employee is understood with overtime work/shift work, night work and work on Sunday and public holidays, jf. Aml. § 10-11.

8. The company's work regulations are included as part of this agreement and are handed over to the employee. The employee commits to maintain complete silence regarding all matters of business, policy and other nature that concern the employer.

9. Provisions on handed out material at the end of the employment relationship. The individual employee is personally financially responsible for handed out material. Lent of work clothes that is the employer's property is returned in a cleaned condition. This applies to ALL effects that are lent out. Handed out keys must be returned on the last day at work. Clothes must be returned before the last salary payment, otherwise NOK 2.000 will be withdrawn from the last salary for those with ski suits and NOK 1.000 for the remaining.

10. The employer can make deductions from the salary for receivables from the employee, jf. Aml. § 14-15 2nd paragraph points a-f. By agreement, and deductions are also made for rent.

11. Other provisions:

- The employee is responsible to get acquainted with and following the written and oral instructions/rules that apply and use of the equipment in the facility sensibly and do not take unnecessary chances.
- The employee has a duty to attend required courses and information meeting.
- Abnormal use of mobile phones for private calls during working hours is not permitted.
- It is forbidden to smoke in the workplace (lifts, offices), jf. The Smoking Act.
- Each individual employee is obliged to see that the hours are correctly registered in the Tidsbank and in the event of an error, this must be notified as soon as possible and within payroll. In the event of abuse in relation to check-in / check-out at work, this can have consequences for your employment contract.

The terms have been reviewed, read, understood and accepted.

The agreement is written and signed in 2 copies, of witch the parties have their own. Norefjell,

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Norefjell Skisenter AS - Employer


Employee