

EURflex

Burgemeester Oudlaan 50
Mandeville Building, Room 11-08
EURflex@eur.nl

Mr. I. Hodoroaga

~~Blondeelstraat 68~~

3031 RL

~~3067 VA~~ ROTTERDAM

Herman Robbersstraat 100 E

Dear Mr. Hodoroaga,

Attached you will find two copies of your contract with EURflex and a payroll tax statement. You are being sent these documents by MultiFlexx. On behalf of EURflex, MultiFlexx is responsible for the employment contracts and payroll administration.

We would request that, as quickly as possible, you return:

- ☒ One signed contract
- ☒ The completed and signed payroll tax statement
- ☐ A copy of proof of ID (Passport or an Identity card (front and back))

In order to provide you with the correct information and enable accurate processing, an explanation of some relevant points is provided below.

Remuneration

EUR has made agreements with you about the work you are to undertake and your gross hourly salary. If you have any questions about the agreed gross hourly salary, you should refer these to your supervisor at EUR (not to EURflex).

Claiming via E-Flexer

Once your file is complete, you will receive your login details for E-Flexer by email. You will then be able to login to your account and digitally claim the number of hours you have worked.

Your file will be complete once we have your signed contract, as well as a completed payroll tax statement and a valid copy of your proof of identity.

Questions

If you have any questions about, for example, the payment of your salary, the payroll tax or deduction of social insurance contributions, you should contact EURflex. You may either come to our office or phone us.

Office

Mandeville Building, Room 11-08

Every Tuesday and Thursday (the whole day)

Telephone number

+31 (0) 10 408 25 33

E-mail

EURflex@eur.nl

Website

www.eurflex.nl

With kind regards,

MultiFlexx on behalf of EURflex



Details for income tax and social insurance deductions

Name: Mr. I. Hodoroaga
Date of birth: 20-06-1999
BSN number: 519834641
Residing at: Blondeelstraat 68
3067 VA ROTTERDAM

Income tax and social insurance contributions credit

Would you like EURflex to take account of the income tax and social insurance contributions credit?

- ☐ Yes as of: 01-09-2019
☒ No as of: ~~01-09-2019~~

* Tick the option that is applicable to you, only one option is possible.

Signature

Date

15 augustus 2019

Signature

Mr. I. Hodoroaga



What is the income tax and social insurance contributions credit?

The income tax and social insurance contributions credit is a deduction applied to income tax payments/social insurance contributions. Your Employer or benefits agency will automatically apply any tax credits you are entitled to receive. This credit may only be applied by one Employer or one benefits agency at any one time. It is, therefore, advisable to have it applied by the Employer for whom you work the most hours and where you earn the most money.

If there are any changes, you must submit a written request to your Employer or benefits agency asking for account to be taken of these changes. You can do this by completing and submitting a new 'Details for income tax and social insurance deductions' form. Please visit the Tax Office website for more information about the income tax and social insurance contributions credit: www.belastingdienst.nl



Fixed-term employment contract with a deferred duty of performance (min-max contract)

The undersigned:

1. EURflex, with its registered office in Rotterdam (C/o EURflex Burgemeester Oudlaan 50, 3062 PA Rotterdam), legally represented in this matter by Ms L. Poleij, Director EURflex, hereinafter referred to as 'Employer',

And

2. Mr. I. Hodoroaga born on 20-06-1999, currently residing at ~~Blondeelstraat 68~~, 3067 VA in ROTTERDAM, BSN number: 519834641 hereinafter referred to as 'Employee',

Herman Robbersstraat 100E, 3031 RL

Whereas:

- Erasmus University Rotterdam, hereinafter referred to as 'EUR', is the supervisor of the Employer;
- The work is carried out on EUR premises or on premises designated by the Employer.

Employee and Employer declare they have concluded a fixed-term employment contract with a deferred duty of performance (a min-max contract) under the following conditions:

Article 1. Commencement, duration of the contract and interim termination

- a. The employment contract shall begin on 01-09-2019 and shall last until and including 31-08-2020.
- b. By way of notice, it is being stated here that this employment contract shall not be extended.
- c. Either party may terminate the employment contract in the interim, provided due account is taken of a notice period of one month.

Article 2. Position

The Employee shall undertake work in the position of Ambassador.

Article 3. Working time; min-max regulation

- a. The scope of the employment shall be minimum 0 and maximum 10 hours per 4 weeks
- b. The Employer is not obliged to employ the Employee for the maximum number of hours.
- c. The Employee shall only be employed for hours in excess of the stipulated minimum insofar as, in the opinion of EUR, the organisation requires the extra work be undertaken.
- d. Notice of the days and hours on which work must be undertaken shall be provided to the Employee by EUR in advance.
- e. In the event of overtime, the "Overtime Scheme" shall be applicable.
- f. There is only a question of overtime if more than 40 hours are worked in a single week.

Article 4. Salary

- a. The basic salary shall be € 8,50 gross per hour.
- b. The salary shall be paid out on a (4-) weekly basis.
- c. To this end, the Employee should claim the hours worked each week using the web application intended for this purpose.
- d. EUR shall assess and approve the hours being claimed.
- e. Every week in which the Employee works, the Employer shall provide a digital specification of the number of hours worked in that week, the salary paid out and the deductions being withheld from the salary.

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Article 5. *Sickness and continued payment of salary*

- a. If the Employee is ill or otherwise unable to undertake his/her work, he/she should notify both EUR and the Employer c/o MultiFlexx of this before 9 am on the first day of the illness/disability. The other rules governing illness and work-related disability are laid down in the "Procedure for the notification of illness and recovery".
- b. On the first day of absence due to illness/disability, the Employee shall not be entitled to receive a salary. The right to continued payment of salary shall, therefore, become effective on the second day on which, in accordance with the contract, the Employee could be called on to work.
- c. If due to illness/disability, the Employee is unable to undertake the stipulated work, the Employee shall - for the first 52 weeks - be entitled to the continued payment of 91% of the gross hourly salary specified in section 4a of this contract. The right to continued payment of salary shall lapse if the employment contract is terminated ipso jure.

Article 6. *Holidays*

For every hour worked, a provision is accrued for holiday days. On the basis of a fulltime employment contract of 40 hours per week, an Employee is entitled to 24 holiday days each year.

Article 7. *Holiday allowance*

- a. For every hour worked, a provision is accrued as holiday allowance.
- b. Each year, the holiday allowance amounts to 8% of the gross annual salary.
- c. The holiday allowance shall be paid out in the first week of June.
- d. On termination of the employment contract, the Employee shall be entitled to have the accrued claim to holiday allowance paid out, to the extent this has not been paid out to him/her already.

Article 8. *Pension*

The Employee is personally responsible for any pensions and/or surviving dependant's insurance provisions (to the extent he/she wishes). The costs of any such insurances are for the Employee's account. To this end, EURflex shall make an amount equal to 2.6% of the gross hourly wage available in the form of an extra gross salary. If, at any time, the Employer decides to arrange a pension scheme, the Employer shall decide whether the Employee shall be a participant in this scheme or whether the current provision shall continue to apply to the Employee.

Article 9. *Special provisions*

- a. The Employee shall be obliged to do and omit to do everything which a good Employee could be expected to do or omit to do. To the best of his/her knowledge, the Employee shall promote EUR's interests, even when no explicit instruction has been issued in this respect.
- b. The Employee acknowledges that he/she is obliged to treat as confidential all particulars relating to EUR, its undertakings, its affiliated companies and business contacts. Neither during the duration of the employment contract nor after its termination may the Employee pass on to third parties any particulars in respect of EUR, its employees and/or business contacts. All documents and/or copies of such, of whatsoever nature, and all items given in loan or otherwise, which were acquired or used on the basis of the employment contract, are and remain the property of the Employer; even if these documents and/or items and/or electronic files were produced by the Employee.
- c. In derogation of Book 7, section 650, subsections 3, 4 and 5 of the Dutch Civil Code, the Employee shall pay the Employer an immediately due and payable penalty of € 12,500 in the event of any breach of one or more of the aforementioned provisions.
- d. All intellectual and industrial property rights, such as copy rights, design rights, patent rights, trademark rights and databank rights, that may arise due to the efforts of the Employee during the execution of this contract shall accrue to EUR.
- e. The provisions in the foregoing subsection do not relate to any intellectual and industrial property rights which accrued to the Employee before this contract was concluded.
- f. The Employee has taken cognisance of EUR's prevailing integrity code.
- g. The Employee has taken cognisance of the Ambassador Statement, if applicable.

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- h. If the Employee works in the position described in Article 2 of this contract of employment, the individual services in which work is performed have a working time of less than three hours. The Employee acknowledges that the special nature of the work entails these short calls and applies to all employees in the same position. Given the small size of the employment, in combination with the study of Employee, the Employee is not entitled to the minimum call duration as referred to in Article 7: 628a of the Dutch Civil Code. Moreover, the Employee is never obliged to perform the work activities.

Article 10. Final provisions

- a. Within the bounds of reasonableness and without the Employee's prior permission, the Employer shall be free to supplement and/or amend this employment contract if there is a question of a substantial interest. Within one month of these supplements and/or amendments coming into force, the Employee must be sent written confirmation of the supplements/changes.
- b. If legislative rules come into effect which either wholly or partially deviate from this contract of employment, then these new legislative rules shall be deemed to replace the relevant sections in this contract of employment as of the date on which these rules became effective.

Thus drawn up in duplicate and signed in Rotterdam, on 01-09-2019.

The Employer,

A blue ink signature of Ms. L. Poleij, written in a cursive style.

Ms. L. Poleij
Director EURflex

The Employee,

A blue ink signature of Mr. I. Hodoroaga, written in a cursive style.

Mr. I. Hodoroaga

A black ink signature, possibly of a witness or a second party, written in a cursive style.