

CONTRACT OF EMPLOYMENT

1. Contracting parties

Employer PricewaterhouseCoopers Oy	
Employee (family name, first name) Kovalevskaia Alla	
E-mail address al.kovalevskaia@gmail.com	Phone +7 911 123-43-91

2. Employment

<p>Starting date of the Employment: 17.5.2021</p> <p>The trial period is 6 months. If the employment is shorter for than 12 months, the trial period is half of the employment period.</p> <p>The job offer is conditional upon the employee holding a valid residence and work permit or other necessary permission for the employee to work in Finland.</p>	<p>The employment is valid:</p> <p><input type="checkbox"/> Until further notice</p> <p><input checked="" type="checkbox"/> For a fixed term until 16.5.2022</p> <p><input type="checkbox"/> For a fixed term until the assignment specified in clause 3 is completed</p> <p>Reason for fixed term employment relationship: Internship</p>
<p>Employment contracts that are valid until further notice may be terminated by either contracting party according to the Finnish Employment Contract Act, the notice period being always at least 2 months.</p>	

3. Duties

<p>Employee's duties and organisation at the start of the employment: Trainee, IT, Internal Firm Services or other work assigned by the Employer</p>

4. Compensation

<p>Salary at the start of the employment: 2300,00€/month</p>	<p>The Employee is entitled to lunch card: The taxable value of the benefit is deducted from the salary.</p>
<p>Other salary related issues: mobile phone benefit</p>	

5. Working hours

<p><input checked="" type="checkbox"/> 7,5 hours/day (37,5h/week) generally Monday through Friday between 7 am and 7 pm or as may be required by task or client situations or based on separate agreement.</p> <p><input type="checkbox"/> other: hours/day or hours/week.</p>
<p><input checked="" type="checkbox"/> Possible overtime hours are compensated 1:1 as time-off (timing agreed with supervisor) or as cash compensation.</p> <p><input type="checkbox"/> The Employee is entitled to fixed compensation for potential overtime (paragr. 4)</p> <p><i>Working hours and overtime policy: According to the Employers current policy and practise.</i></p>

6. Travel

The Employee will be reimbursed for business travel costs according the company's travel policy. Travel time outside working hours is generally not compensated.

7. Annual leave

The annual leave is determined:

☒ by the Annual Holidays Act

☐ as follows:

Holiday allowances are paid according to the general practice applied in the Employer.

8. Other terms

Any secondary occupations must be pre-approved with the supervisor.

Non-compete: Manager or higher-grade employee will, for a period of four months after the end of the Employment, abstain from any activities that may be deemed to be directly or indirectly competing with the Employer. This does not limit the possibility of the parties to agree in each case the details of this limitation at the end of the Employment.

The Employer is entitled to claim the Employee to pay as contractual penalty the amount equivalent to four months' gross base salary in the case of a breach of the non-competition clause stated above. The contractual penalty does not in any way restrict the Employer's right to claim payment of damages which exceed the amount of the contractual penalty.

Upon termination of the employment relationship all receivables will be paid at the latest on the next customary pay day following the last day of employment.

9. Confidentiality and obligation to follow rules and regulations

The Employee may not during the term of this employment contract or thereafter disclose or use any business secrets or other confidential or sensitive information of the PricewaterhouseCoopers Network or PricewaterhouseCoopers Oy or its affiliated companies or Clients. The Employee undertakes to ensure that any confidential material (or the information in them) given to the possession of the Employee is carefully kept and does not fall in the hands of any unauthorized persons. The Employee is aware of and, if applicable, undertakes to comply with the professional secrecy obligations in the Auditing Act. In case of breach of this liability, the Employee is liable to compensate the Employer for all damages suffered.

At the end of the employment or the duty to work ends, the Employee undertakes to immediately return to the Employer all material and data (including but not limited to books, goods, correspondence and other physical or virtual documents) which belong to the Employer and are in the possession of the Employee.

The Employee undertakes to comply with legislation in force, global regulations and standards and policies relevant to the PricewaterhouseCoopers Network and PricewaterhouseCoopers Oy. A number of internal and external regulations and standards, which may change from time to time, apply to the Employee. Among other instructions these include as an example policy regarding independence, which restrict the possibilities of the Employee and his close relatives to own shares in some companies. The policies can be found in the database of the Employer. The Employee undertakes to familiarize himself/herself with these policies and comply with them.

Date and Place

1 April 2021 Helsinki

Employer's Signature

PricewaterhouseCoopers Oy

Elina Kontiainen

Employee's Signature

Alla Kovalevskaja

Seuraavat dokumentit on allekirjoitettu tiistai 6. huhtikuuta 2021



EMPLOYMENT CONTRACT Kovalevskaia

Alla.pdf

(107299 byte)

SHA-512: 3ec079a22bf7ed902423f6496130d7b3a1282

36b63f6cf404085aa31f7a9a47d642a040ea38f0af0ff

24c74158f87ead2b3fbf2530c407ec1e9026bde2581c9

Dokumentit on allekirjoitettu seuraavien toimesta

6.4.2021 9.39.38 (CET)



Elina Kerttu Johanna Kontiainen

elina.kontiainen@pwc.com

34.99.61.214

Allekirjoitettu kosketusnäytöllä

6.4.2021 10.05.59 (CET)



Alla Kovalevskaia

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88.201.255.206

Allekirjoitettu kosketusnäytöllä



Allekirjoituksen on sertifioinut Assently



Työsopimus, Kovalevskaia Alla

Tämän tosیتeen aitouden varmistaminen voidaan tehdä skannaamalla oheinen QR-koodi. Voit tehdä tämän myös käymällä

<https://app.assently.com/case/verify>

SHA-512:

8f0a91b872ebe8acee304144889a3e3c11fa68137853485a9399d4664d8b7eadd08f68f41731d60ac054555606ebfde27cf8ea28bef5f432e8874b5e6227dfd

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Tästä tosیتteesta

Tämä dokumentti on allekirjoitettu Assently-palvelulla. Sähköisesti tunnistetun allekirjoituksen katsotaan olevan sähköisesti varmennettu. Suomen laki vahvasta sähköisestä tunnistamisesta ja sähköisistä allekirjoituksista 1/9/2009 määrittää, että sähköinen allekirjoitus on yhtä pätevä kuin perinteinen fyysinen allekirjoitus.

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