

Oversea club -- Employment Contract (Part-time work)

This contract of employment is entered into between Oversea club (hereinafter referred to as 'Employer') and _____ hereinafter referred to as 'Employee') on International trade under the terms and conditions of employment below :

1. Commencement of Employment Effective from _____
 until either party terminates the contract.
 for a fixed term contract for a period of _____ * day(s) /week(s) / month(s)/ year(s), ending on _____.

2. Probation Period No Yes One month * day(s) / week(s)/ month(s)

3. Place of Work _____

4. Working Hours Not-fixed, at _____ days per week, _____ hours per day from _____ *am/pm to _____ *am/pm

5. Meal Break (Full-time terms) Fixed, from _____ *am/pm to _____ *am/pm *with/without pay
 Not-fixed, at _____ *minutes/hour(s)per day, *with/without pay
 Meal break *is/ is not counted as working hour(s).

6. Job duty International trade overseas agents, regional directors and brokers.
Import and export of the company 's B2B advisory services;

7. Wages
Payment of wages & wage period(s) Every month, on The First day of the month for wage period from First day of the month to Last day of *the month/ the following month.

(a) Overseas agent/representative

Basic salary	Commission(%of contract net profit)	Reward	Contract subject
0	10	No	50K or less
150	15	\$100	50K - 200K dollars or less
250	20	\$200	200K-1 million dollars or less
500	25	\$1000 Travel ticket	1-5 million dollars
1000	30	Overseas work visa	More than 5 Million US dollars

(b) Overseas Regional Director -- Management team of 10 overseas agents or above

Basic salary	Overseas agent team commission(%of contract net profit)	Managers(%)	Bonus	Contract subject
200	10	2	Double pay in the end of year	Under 500K USD
250	15	3		500K-1 million dollars or less
500	20	3.5		1-5 million dollars or less
1000	25	4	Year-end bonus(or dividend) + Social insurance in local countries	5-10 million dollars
2000	35	5		More than 10 million US dollars

Note: According to the cumulative monthly sales of part-time overseas agents and Regional Director, if two consecutive months without performance, the basic salary will be canceled.

C Overseas Broker

Commission rebates 30%(Only)

8. Holidays The Employee is entitled to statutory holidays as specified in the Employment Ordinance.

9. Termination of Employment Contract A notice period of 10 days * *day(s) /week(s)/ month(s)* or an equivalent amount of wages in lieu of notice (notice period not less than 7 days).
During the probation period (if applicable) :
- within the first month : without notice or wages in lieu of notice
- after the first month : a notice period of one week * *day(s)/ week(s)/ month(s)* or an equivalent amount of wages in lieu of notice (notice period not less than 7 days).

10. Work Arrangements The Employee is required to work when Non-vacation leave or above is hoisted. In addition to wages, the employee is entitled to *Non-vacation leave / *travelling allowance at \$ _____ or _____ % of normal wages.*
 The Employee is not required to work when Non-vacation leave or above is hoisted and no wages will be deducted during the period. The Employee is required to resume duty if the Non-vacation leave is lowered not less than _____ hours before close of working hours.

11. Others The Employee is entitled to all other rights, benefits or protection under the Employment Ordinance, the Minimum Wage Ordinance, the Employees' Compensation Ordinance and any other relevant Ordinances.

Remarks

- This paper is drafted with reference to the Employment Contract of Labour Department for continuous contract of employment by the same employer for one year or more, with at least 18 hours worked in each week.
- The Employment Ordinance is the main piece of legislation governing conditions of employment in China.

Please put a "✓" in the clause(s) as appropriate

* Please delete the word(s) as inappropriate

Employers and employees are free to negotiate and agree on the terms and conditions of the employment provided that they do not violate the provisions of the Employment Ordinance. Any term of the employment contract which purports to extinguish or reduce any right, benefit or protection conferred upon the employee by this Ordinance shall be void.

3. According to the Minimum Wage Ordinance, statutory minimum wage (SMW) is expressed as an hourly rate. In essence, wages payable to an employee in respect of any wage period should be no less than the SMW rate on average for the total number of hours worked.
4. An employer must be in possession of a valid insurance policy to cover his liabilities both under the Employees' Compensation Ordinance and at common law for the work injuries for his employees. The Employees' Compensation Ordinance applies to both full-time and part-time employees who are employed under contracts of service.
5. For any specific job requirements, an employer should negotiate with his employee and state clearly in the employment contract.

The Employer and the Employee hereby declare that they understand thoroughly the above provisions and agree to sign to abide by such provisions. They shall each retain a copy of this contract for future reference.

Signature of Employee

Signature of Employer or Employer's Representative

Name in full : _____
I.D. No : _____
Date : _____

Name in full : _____
Date : _____