

EMPLOYMENT CONTRACT

WinWin 485_5050_perm

Contracting parties

Employee

Name:

Address:

Social Security Number:

and

Employer

Name: Kontraktori Group Oy

Business ID: 2609310-2

Visitors: Lautatarhankatu 10, 00580 Helsinki

Mail: PO Box 1270, 00101 Helsinki

Collective agreement

This agreement complies with the collective agreement for senior salaried employees in Technology industries.

Further info: https://ytn.fi/app/uploads/2025/04/teknologia-tes_ytn_eng_2025_web.pdf

Role/title

X	Senior Consultant
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Content description

The work tasks are expert tasks related to the development and maintenance of customer-specific software and information system solutions in remote work, or in the Helsinki metropolitan area, or in the home region.

Employment

The employment start date is x.y.202z. The employment relationship is valid until further notice. The employment relationship is full-time, 37,5 hours per week.

Earnings

The Employee's fixed monthly salary is EUR 5,050.

The total salary is 48,5 % of the value of invoicing. The payroll corresponds to approximately 67 % of the total invoicing value. In connection with the conversion, the mandatory social insurance payments and the mandatory provisions based on the holiday days accrued during the year in which the holiday is determined are taken into account.

Example: If the monthly invoicing totals EUR 16,500 (100 €/h * 23d * 7,5 h/d), the salary portion of this is EUR 8,003.

After 14 months of employment the total salary is 50,0 % of the value of invoicing.

Holiday pay and holiday bonus are paid according to the average salary for the current holiday credit year.

The salaried employee will be notified of a copy of each assignment agreement concerning him or her after the agreement has been signed.

Benefits (tax-free):

X	Private extensive occupational health care including specialist and dental services.
X	Leisure-time accident insurance

Other benefits (additional earnings option):

X	Tip fee 2400 € per tip that led to recruitment. The reward will be paid in the 6th instalment of €400. The last instalment is paid after the employee's probationary period has been completed.
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Holiday compensation is paid once a year before the start of the annual holiday.

The salary is paid by the 15th day of the month following the accrual month.

The salary is paid to the account: FI** **** *0123

Travel rules

The nature of the work may include occasional travel. As a travel rule, an assignment-specific procedure is applied, which is recorded in the assignment agreement or for which another certificate exists, such as approval against an e-mail.

Secrecy

The salaried employee undertakes not to exploit or disclose to others any business or professional secrets that the Employer or the Employer's customers have entrusted to him or her or that he or she has otherwise become aware of.

The salaried employee undertakes to take careful care of all documents and software provided to him or her by the Employer or the Employer's customers and will not copy them without separate permission.

The copying, presentation, transfer or similar action against a third party of documents marked "For internal use only" is prohibited in any form.

Upon termination of the employment relationship, the Salaried Employee is obliged, without a separate request, to return all documents, software, manuals, etc. provided to him or her by the Employer or the Employer's customers.

I note that this commitment I have given has been taken into account in my salary in a way that I have approved. However, if I act in breach of the commitment I have given above, I agree that in addition to any measures taken concerning my employment relationship based on the Employment Contracts Act, the Employer has the right to charge me a monetary amount corresponding to the damage, including interest and costs, as damages.

The copyright to all products, product ideas, innovations, source codes, images and documents created during the employment relationship is held by the employer. If this practice is deviated from, the matter must be agreed upon in advance in writing with the Employer.

Probationary period

The salaried employee has a six-month probationary period.

Resignation

If a salaried employee resigns from their position, the notice period is one month.

Integrity

The consultant's work includes the security clearances required by the clients of the projects. Therefore, the consultant is required to be impeccable in the security clearance. If a situation arises where the security clearance vetting does not pass successfully, the Employer has the right to terminate this agreement within the notice period.

Security clearance, further information: <https://supo.fi/en/security-clearances>

Disagreements

Disputes arising from the application of this Agreement shall be resolved primarily through negotiations. If the negotiations do not lead to a result, the proceedings will continue in the District Court of Helsinki.

Signatures

Two identical copies of this agreement have been made, one for each party.

In Helsinki x.y.202z

Salaried employee [name]

In Helsinki x.y.202z

On behalf of the employer
Jari Viitanen, Managing Director