

Employment Contract

1. Term of Contract

This contract will be valid for a period of 12 months beginning March 2015 and ending February 2016 .

2. Employee Requirements.

A. The employee will act in a professional manner and will be responsible for conducting professional English Language classes.

B. The employee will be required to work for regularly scheduled hours Monday through Friday (No Saturdays or Sundays except at employee's option). 8hours of teaching per day a total of 40 hours per week.

C. The employee is required to go through and orientation and training program before starting employment. The day you have orientation will not be added to your working day. The day after your orientation day will be your starting day.

3. Services provided by the employer. 고

A. Payment.

The employer will pay a monthly salary of 2.0MWon for regularly scheduled hours.

The employer will pay a monthly salary of 2.0MWon in the event that the employer is unable to provide the employee with the regularly scheduled 120 hours per month.

If the employee has not worked the regularly scheduled hours due to tardiness or absence the monthly salary will be calculated using a daily rate. The daily rate being monthly salary divided by workable days of the month multiplied by the actual days worked. Hourly rate is daily rate / 8)

The employer may ask the employee to work overtime. The employee has the option to refuse and may not be forced to work. Should the employee choose to work overtime the employer will overtime at the rate of 20,000Wonperhour. The employer will pay the monthly salary on your starting day of next month You shall not work on Saturdays, Sundays and any National holidays. You should prepare for your classes beforehand.

4. HOUSING

A. The employer will provide the employee with a single furnished apartment in a safe environment. TV, VCR refrigerator etc will be provided. The employee shall be responsible for utilities, maintenance and telephone bills.

5. AIRFARE

A. The employer shall provide a standard economy round-trip ticket from the employee's designated city to Korea. This will only be applicable to those employees hired outside Korea and who fulfill a 12 month contract.

B. In the event that the employee purchases his own ticket, the cost will be reimbursed to employees fulfilling a 12 month contract on successful issuance of an E2 visa from Korean Immigration.

C. If the employee is already in South Korea, the employer will shoulder the visa run expenses of the employee to Japan or other country where E2 Visa can be obtained. This covers the hotel accommodation fee and plane tickets.

D. In the event that the employee terminates the contract within 6 months (from the date of the execution of the contract), the employee will have to pay back the employer the amount of plane tickets incurred in hiring him/her. He (employee) will also be liable

for other expenses incurred in hiring him/her. This includes the recruitment/placement fee.

3.5 In the event that the employee fails to successfully complete the one year contract, the employer will not provide the employee with a return ticket back to his home country.

6. Medical Insurance & TAX

The employer will pay 50% of the cost of employee's National Health Insurance. The employee shall be liable for the other 50%.

The Korean income tax, residence tax, medical insurance premium including long-term care insurance and the national pension contribution, and any other tax or withholding mandated by the various levels of government, shall be withheld each month from the Employee's salary.

7. Severance Pay

Upon successful completion of a 12 month contract the employer will pay the employee one month's salary as severance pay. The severance pay will be calculated as the employees gross salary divided by 12 and minus government deductions.

8. Vacation

The employee has summer and winter vacation.

(It is 5days for summer and another 5days for winter)

9. Sick Days 병가

The employee may use up to 2 paid sick days per year on the provision of a doctor's certificate. Any subsequent sick days will be treated as absent and deducted from pay using the Daily / Hourly Rate calculation.

10. Renewal and Termination of Contract.

A. Renewal

Both parties are required to give 60 days notice prior to the termination of the contract

The employer retains the right to terminate the contract immediately if:

B. Termination of Contract.

Both parties will give at least a written 60-days notice prior of the termination date of the contract.

-If you are found out to be using drugs of any inappropriate physical contact or violence toward the children, you will be subject to immediate termination.

The employer retains the right to terminate the contract immediately if :

- a. The employee is unable to discharge his duties or meet the terms of the contract by being late for class on a continuous basis, failure to adhere to regular scheduled hours or repeated absences from class without reason.
- b. The employee teaches off the employer's property.
- c. The employee uses illegal narcotics or is intoxicated during working hours.
- d. The employee participates in any type of criminal activity or corruption of public morals which violates the laws of the Republic of Korea.

C. If for any reason the contract is terminated before the contracted termination date

- a. The employee will not qualify for such benefits as severance pay and airfares.
- b. The employer will deduct the cost the airfare to Korea from the employees salary.
- c. The employee will be wholly responsible for any outstanding utility / maintenance bills outstanding for their accommodation.

D. Within 14 days the employee is required to sign a notice of termination and accompany the employer to the relevant Immigration Office to notify the Immigration Office of the termination.

11. Venues for disputes between the parties.

The appropriate laws of the Republic of Korea will govern this contract. However while both parties enter into this agreement with total honesty and integrity, disputes may sometimes occur. In such cases, both parties will be bound by all terms and conditions of this contract and will try to resolve the differences in a civil manner to reach a solution which is fair to both parties. In the event that a solution cannot be found and either party opts for termination, both parties will agree to remain civil and speak honestly and fairly about their opinion and not to become disrespectful.

12. Full Knowledge.

Both parties will act in good faith toward each other. The employer will not dismiss the employee without what is reasonably considered good cause and the employee will do their utmost satisfactorily fulfill their duties and to meet the conditions of this contract.

Both parties agree that they have read this contract fully and that no other verbal agreement, statement, or promise made on or before the effective date of this contract will be binding on either party. Any changes to the contract must be made in writing

and signed by both parties in order to become a valid part of the contract. Any changes made to this contract, whether verbal or otherwise, without the knowledge and written consent of both parties, are to be considered invalid, and as such do not form a part of this contract.

Under no circumstances may the employer exchange, give, sell or transfer this contract or the services of the employee to any other party or Institute without the written consent of the employee.

The language of this contract is English. For the convenience of the employer this contract may be translated into Korean if requested. Translation must be prior to the signing of the contract. In the event of disputes, the English version of the contract will prevail.

Employee : _____ Date : _____

(signature over printed name)

피고용인

Employer : Jang June sick Date : 25th February 2015

고용주