

### Individual contract

On the basis of Article 198 of the Labor Law ", etc. .. Gazette R.S. no.24 / 05 "concludes on the performance of temporary part-time jobs over the youth-student cooperative

Concluded day  year, as follows:

Contracting Party:

\* 1-   
which represents the director or authorized person, with tax-TIN No.   
(hereinafter employer) and ,

\* 2-  from   
resident in st.  no.  (further: member of the

cooperative ) with a membership card issued by no.  Youth Cooperative  
"Bulevar" - Belgrade, no.5 Princess Zorka, PIB 100162043 (further: cooperative) which is  
consistent with the text of this agreement.

#### Article 1

An employer engages in cooperative temporary and occasional jobs that are performed by youth and student cooperatives that are independent employment, which consist of:

which is provided  level of  
education.

Member of the Cooperative will work on tasks from the previous paragraph, after the mutual signing of this contract and issue instructions for the work of the cooperative, which is an integral part of this contract.

#### Article 2

Member of the Cooperative is obliged to start working at the time agreed with the cooperative

and the employer, or day  of year , to work day / week /  hours, to use personal protective devices, if they are regulated by the act on safety and to respect work discipline with the employer.

All contracted work the member of Cooperative performs under the direct management and supervision of the employer.

Business engagement under this contract lasts  120 day (part time)

#### Article 3

The fee for the member of the Cooperative determines the offer price list-Co, and says the people who work for The company receives from the cooperative before the job. The specified price includes all the obligations that the employer should pay the expense of workers and the employer's expense in accordance with the law and collective rules (gross price).

#### Article 4

The employer is obliged:

- that the member of the cooperative training materials from the safety and use of personal protective means, if such protective measures prescribed by the general act of the employer,
- that in the event of a work, issue Employer prescribed documents of injury at work and inform Cooperative,
- to conclude referral for Employer, the end of the day job, for short-term jobs, and at least once a month for business continuity, (usually in 15 days)
- In case of changes in the types of work which is a member of Co-operatives, conclude a new contract, or Annex of the contract and to indicate the type and duration of the work.

-agreed to pay the gross cost of labor and costs calculated on the cooperative instructions for work, within 7 days from the end of the day job, and one-time payment at the expense of the cooperative.

No. 255-0000080101000-19 the Commercial Bank of Belgrade.

-To provide Employer daily and weekly holiday or rest between two consecutive working days in duration, which is specified by law, and the scheduled working hours with the employer.

#### Article 5

Authorized person of the employer, immediately upon completion of the work, submit a certified cooperative-referral of work, reaffirmed the records of a random performance for profit calculation, and payment of accounts clans within the prescribed period. Employer agrees that his remuneration for work under this contract, paid cooperative of which he is a member, which is by law obliged to calculate and pay the prescribed taxes and contributions, and Member contribution in accordance with the cooperative rules.

#### Article 6

Cooperative Employer report on compulsory social insurance in accordance with law, to keep regular records of earnings and contributions paid in and out upon completion of the cooperative work .

#### Article 7

Business engagement Employer lasts until the end of a job or to termination of the need for workers in jobs from the article 1 of this contract. During the working time of the end of the engagement of business and termination of employee for purposes of the employer decides, on what informs the cooperative, and delivers certified and concluded - instructions for work, to retain the payment. On the day of conclusion of people to work, contracted work is considered to be prosecuted, unless the employer can not open a new referral for the cooperative, if such a need still exists. Issuance of a new people for work by the cooperative, it is considered that this contract is automatically extended until the end of the job, or until the expiration of Article 2 of this Agreement.

#### Article 8

Possible disputes under this contract discuss territorial jurisdiction to the Court of cooperative headquarters.

#### Article 9

This contract is concluded in the three copies of which one retains the employer, The company and the cooperative.

1. Employer

2. Member of the Cooperative

3. Youth Cooperative

YOUTH COOPERATIVE "BULEVAR"  
Belgrade, Kneginje Zorke 5  
tel/fax;011/344-3381 ;2435-486;308-5747  
Bank account: 255-0000080101000-19 (RSD)  
Bank: PBB a.d.  
PIB: 100162043  
registry number. 17249878  
Represented by Director,  
**Milic Breda**  
Number. \_\_ \_\_ date \_\_\_\_\_

Ordering party - Employer

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Bank account number:  
Bank:  
PIB -  
registry number -  
Represented by:  
Number. \_\_ \_\_ date \_\_\_\_\_

## GENERAL CONTRACT OF BUSSINESS COOPERATION

### Article 1

Cooperative, in the name and for member of cooperative, and ordering party /EMPLOYER/, are agreed to organise work from Youth and Student cooperative activities and other jobs that by their nature do not require need for founding working relation according by the law about Cooperatives /sl. list br. 41 /96/ and rules of cooperative.

### Article 2

**Brut prices** for employees work are defined by unique catalogue – Cooperative offer, which is part of this contract. Brut price for work includes all employers obligations (tax, contribution, pdv...) which cooperative needs to pay in the name and for member of cooperative from member's salary according by the law and rules of the cooperative.  
For special requirements there is possibility of making different rules for calculating salaries for members of cooperative, by contract annex.

### Article 3

Ordering party /employer/ will send claim to authorized Cooperative clerk, written or by phone, according to its needs, for hiring a number of employees-members of Cooperative.  
Type, extent and duration of work are defined by employer according by the Law and employers standards for similar jobs.

### Article 4

Ordering party is obligated to accept member of Cooperative for work only if one has regularly opened work order and Cooperatives member card.  
Employer may, by itself, find employee for temporary work, in the meaning of this contract, but employee must come to Cooperative to sign application form and to open the work order, if one fulfils conditions for obtaining the status of Cooperative member according to rules of the Cooperative.

### Article 5

Employer will conclude `Contract for occasional and temporary work through Youth Cooperation` with each Cooperation member according by the Labor Law of Republic of Serbia, article 197 and 198 / sl.glasnik 24/2005/  
Contract for occasional and temporary work through Youth Cooperation that employer is concluding with each member is defining: type of job, time period, working hours and qualifications required for job.  
Employer and Cooperation may specify all relevant data from member's contract on work order that is substitute for contract with member in the meaning of law.  
If member of cooperative changes type of work, employer will conclude new contract, or annex of contract, and specify the type and time period for new job.

Member of cooperative is always doing defined work under supervision, authority and directions of employer. In the different needs Cooperation and Employer will conclude special contract.

#### Article 6

Employer is not allowed to give jobs that are involving special circumstances and where there is an increased chance of injuring and professional diseases to members of cooperative. Employer is obligate to ensure protection, equipment and resources for work, according by the law and its documents, if these measures of protection are defined.

#### Article 7

In case of members injury on the work Employer is filing injury list according by the Law. In the case of injury on the work, employer has obligation to pay reimbursement to the member of cooperative, except if the injury is caused by the members careless and not obeying work instructions.

Damage will be defined according to `missed income` principle due to the time of temporary disability for work, the longest period is 30 days, on the basis of medical report and minimal work price from cooperation offer for adequate work category.

#### Article 8

Employer has obligation to ensure daily and weekly rest, under the same conditions as for its own employees, according by the law.

#### Article 9

Member of cooperative has obligation to work according to instructions and standards of work.

In case of not obeying instructions and standards of work, Employer has obligation to remove member of cooperative from work and to inform Cooperative, which will in the shortest terms find adequate replacement.

If member of cooperative make some damage to employer, caused by not obeying instructions and standards of work, Employer will determine situation and cost of damage and ask from Cooperative cancelation from member's salary.

In the procedure of analyzing the damage, Employer will use the same criteria as usual used for those kind of situation for its own employees on the similar positions according by the regulation.

#### Article 10

Cooperative and member of cooperative are obligated, under material and legal responsibility, to keep as a business secret specific data about work process and business at all during the time of contract and afterward.

#### Article 11

Both sides are agreeable that brut prices, from Cooperatives offer or special annex, for member of cooperative work may be modified in social cases, such as:

For work during night, state holidays, basic salary is higher for expenses of transportation if work is done on the field.

Employer may increase salary depending of quality of work done, conditions and other according with special requirements for work and standards for similar work as a special way of stimulation for employees.

#### Article 12

Employer is obligated to enclose work order for member of cooperative immediately after the work is finished, for short term jobs, and at least ones per month employer will show brut price, earned by the member of cooperative, on the work order.

One copy of work order, employer delivers to the cooperative that gave work order.

Employer accepts that verified work order from the moment of verification becomes INVOICE, based on it employer will pay to cooperative brut figure in 7 day period on bank account: **(RSD): 255-0000080101000-19** (Privredne banke Beograd) with assigned number that is number of work order.

For foreign currency (EUR) Cooperative will send special instructions for payment.

In case when employer has not paid invoice by the defined period, employer is accepting to pay interest on the brut price.

#### Article 13

Cooperative is paying salaries to the members and is obliged to keep record of income for each member.

Cooperative is obliged to calculate and pay contributions from member's income defined by the law, and to pay net figure to member of cooperative, within 3 days from receiving funds from the employer.

Cooperative is signing in and signing of member of cooperative for obligatorily social insurance defined by the law, record all changes and defining insurance for party, article 11. tacka 10 . Zakona o PIO (sl. gl. 34 / 2003 ).

#### Article 14

Contract is concluded on non defined period of time basis and may be terminated by written notice of any side.

For everything that is not defined by this contract, it will be adopted by good business practice and by constitution about obligation relationships.

#### Article 15

Contract is consist of four copies, two for each side.

Contract is valid from the signature date.

In case of lawsuit on this contract authorized is court in Belgrade.

For Student Cooperative

For Employer