

---

**Recruited Talent  
Tentative Employment Contract**

Employer: **CoC University** (referred to as "Party A")  
Employee: [REDACTED] (referred to as "Party B")

Through equitable negotiations in accordance with the relevant provisions of the [REDACTED] of the [REDACTED], [REDACTED]  
Party A and Party B hereby enter into this Contract so as to ensure the smooth implementation of the [REDACTED] and protect the legitimate rights and interests of Party A and Party B.

**Article I Employment Term**

The employment term shall be three years. This Employment Contract shall be automatically terminated when the employment term expires.

The employment term shall start within six months from Party B's inclusion in the [REDACTED] and end when the three-year term expires.

The specific starting and ending time of the employment term shall be determined by Party A and Party B through discussions after Party B is officially included in the [REDACTED]

**Article II Party B's Job Goals and Tasks**

**I. The Job Goals Party B Shall Accomplish During the Employment Term:**

1, Strive to make internationally leading original achievements, make major breakthroughs, and play an important role in planning, organization, and coordination in the application for national major scientific research projects.

2, Actively participate in the development of the discipline of the college or the department where the Employee works, make use of the comprehensive advantages of **CoC** University across multi disciplines to enhance the comprehensive research capability and international competitiveness of the Employee's discipline, and help the Employee's discipline get to the frontier of international academic development.

3, Establish a research and innovation team that abides by academic ethics, adheres to academic spirit, and has international academic competitiveness.

4, Use international advanced teaching concepts to strengthen the education and

[REDACTED]

---

training of undergraduates and postgraduates; work diligently to cultivate students' innovation capabilities, innovative thinking and capabilities to ask questions, analyze problems and solve problems; broaden students' international horizons; cultivate a new generation of leading talents in the Employee's field for the nation; cultivate a group of research-oriented talents demonstrating comprehensive development and independent innovation spirit; and cultivate a group of entrepreneurial talents with international vision and pioneering spirit.

5, Organize high-level international conferences and academic forums to enhance academic exchanges at the forefront of the international community and enhance the visibility and influence of CoC University in the Employee's discipline in the international academic community.

**II. The Job Tasks Party B Shall Fulfil During the Employment Term:**

The specific tasks shall be specified after consultations with the Employee's college or department after Party B is officially included in the [REDACTED]

**Article III Rights and Obligations**

**I, Party A's Rights**

1. Manage Party B in accordance with the relevant regulations of the [REDACTED] and the job goals and tasks of the recruited talent.
2. Assess, reward and discipline Party B in accordance with the laws and regulations of the State and the rules of CoC University.

**II, Party A's Obligations**

1. Actively recommend Party B in the application under the [REDACTED]
2. Protect Party B's rights in accordance with the law.
3. Provide Party B with good working and living conditions.
4. Provide Party B with the relevant university policies needed to accomplish the job goals and tasks specified in this Contract.

**III, Party B's Rights**

1. Enjoy the remuneration, insurance, benefits, and other treatments provided by the [REDACTED] and Party A in accordance with the national regulations during the employment term.
2. Enjoy the working and living conditions provided by Party A.

[REDACTED]

---

#### **IV, Party B's Obligations**

1. Promise not to sign a tentative contract with any third party on the application under the [REDACTED]
2. Conscientiously abide by the [REDACTED] of the [REDACTED] CoC [REDACTED] and the relevant national laws and regulations and comply with Party A's rules and regulations.
3. Undertake to work on a full-time basis at Party A (for not less than nine months a year) during the employment term.
4. Fully perform the job duties, accomplish the job goals and tasks, and accept Party A's supervision, assessment, and management.
5. All the teaching, research, and other results obtained by Party B during the employment term shall be the results of works for hire. When Party B publishes the relevant papers or works or applies for the relevant awards, patents, research projects, and funds, it shall list Party A as the first instructional author (for international cooperation projects, the authorship shall be subject to international practices).

#### **Article IV Assessment**

Party B shall be assessed in accordance with the current regulations of [REDACTED] CoC [REDACTED] University, and the assessment results shall be reported to the [REDACTED] [REDACTED] for recording.

#### **Article V Changes in and Rescission of this Contract**

1. If Party B fails to perform the duties stipulated in this Contract, or fails to pass the assessment or is in violation of laws or regulations during the employment term, Party A shall have the right to dismiss Party B and terminate this Contract with the approval of the [REDACTED] [REDACTED]
2. If Party B resigns for special reasons during the employment term, it shall submit an application to Party A three months in advance, and Party B shall not resign until the consent of Party A and the approval of the [REDACTED] [REDACTED], and shall bear the corresponding liability for breach of contract depending on the specific circumstances.
3. If any unforeseen circumstance arises during the employment term, cannot be prevented and causes the infeasibility of normal performance of this Contract so that this Contract needs to be changed or rescinded, Party A and Party B shall properly handle the matter in accordance with relevant national regulations.

#### **Article VI Supplementary Provisions**

[REDACTED]

---

1. This Contract shall be made in two counterparts. Party A and Party B shall hold one counterpart respectively. This Contract shall become effective on the date when it is signed and stamped by Party A and Party B.

2. Unless this Contract cannot be performed due to Force Majeure, Party A and Party B shall strictly perform the terms of this Contract. In the event of a dispute, Party A and Party B shall settle the dispute through negotiations. If either Party intends to make any change in the relevant terms of this Contract, it shall obtain the consent of the other Party.

3. If there are any matters not covered in this Contract, Party A and Party B shall negotiate to make supplementary provisions. The supplementary provisions shall have the same effects as this Contract.

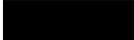
Signature of Party A's Legal Representative:

Seal:

\_\_\_\_ (Year) \_\_\_\_ (Month) \_\_\_\_ (Day)

Party B's Signature: [signature illegible]

Seal:

 2013

