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University

## Employment Contract

Employer: CoC University (referred to as "Party A")

Employed Expert: (referred to as "Party B"), Passport Number:

Through negotiations in accordance with the relevant laws, regulations, and rules of the State and the talent and human resources policies of CoC and CoC, Party A and Party B hereby enter into this Contract so as to protect the legitimate rights and interests of Party A and Party B.

### Article I Employment Term

Party A shall employ Party B to work at CoC University for five years, from to 2021, and Party B shall work in for no less than 60 days each year.

### Article II Party B's Job Tasks

#### (I) Student Cultivation

Through the system of CoC University for international exchange of students, conduct short-term exchanges or joint cultivation of undergraduate students, master students and doctoral students; and regularly return to to deliver frontier research reports regarding the relevant fields to doctoral students, master students, and undergraduate students.

Assessment indicators: Receive and cultivate 2 - 6 undergraduate students, master students, and doctoral students; deliver 1 - 3 academic reports each year, and invite 2 - 5 well-known scholars at home and abroad to deliver academic frontier reports for students.

#### (II) Scientific Research

Cooperate with the college to guide the research work of postgraduates and young

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teachers, actively carry out research on [REDACTED], regularly return to CoC to give specific guidance to the research work of the [REDACTED], publish academic monographs, compile teaching materials, and apply for scientific research projects. Party B shall list CoC University as the author's employer when it publishes the results obtained during the employment term.

Assessment indicators: Every year, Party B shall publish 5 – 10 papers (1 - 3 of which shall have the impact factors of higher than 10) on international top materials chemistry journals included in SCI with [REDACTED] University as the first employer; Party B shall assist Party A in applying for national or [REDACTED]-level major scientific research projects and actively apply for horizontal projects.

(III) Team building

Recruit well-known experts and young scholars in the relevant fields, gradually establish a fixed research team at [REDACTED] University, and form emerging research directions such as [REDACTED].

Assessment indicators: Actively apply under the national and [REDACTED]; strive to cultivate or recruit 1 - 3 talents into the [REDACTED] and 3 - 8 specially employed professors or outstanding talents.

(IV) Academic exchanges

Through the various teachers' international academic visits programs of [REDACTED] and CoC University, receive 2 - 6 visiting scholars or post-doctoral researchers of the Institute of [REDACTED] and the College of [REDACTED].

**Article III Rights and Obligations**

**I, Party A's Rights**

(I) Manage Party B in accordance with the laws and regulations of the State and the rules of CoC University.

(II) Assess Party B in accordance with the relevant provisions of the State and the

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agreed job tasks and goals.

## **II, Party A's Obligations**

(I) Protect and safeguard Party B's rights in accordance with the law, and support Party B in carrying out its work and applying for scientific research projects and various scientific and technological awards.

(II) Providing necessary living and working conditions for Party B to carry out work.

1. Remuneration: Party A shall pay the yearly salary of [REDACTED] to Party B, and other salaries and benefits shall be included in the yearly salary and will not be separately paid; the personal income tax shall be withheld and paid by Party A on behalf of Party B in accordance with the national laws and regulations. (This paragraph shall be determined through discussions according to the goals, tasks and working hours of the recruited talent)

2. During Party B's working at Party A, Party A shall provide Party B with a residence for temporary use.

3. Assist Party B in applying for talent programs and scientific research projects at the national, [REDACTED] levels.

(III) Assist Party B in going through the entry, exit, residence, and other relevant procedures in accordance with the relevant regulations.

## **III, Party B's Rights**

(I) During Party B's working at Party A, the relevant provisions of the State on working hours, vacations, and holidays shall apply.

(II) Enjoy the working and living conditions provided by Party A.

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

(I) Party B shall abide by the laws and regulations of the State and the rules and requirements of the employer.

(II) Party B shall earnestly fulfill its duties, accomplish the job tasks and goals, and accept Party A's assessment.

(III) The intellectual property rights acquired by Party B during employment by Party A,

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including but not limited to copyrights, patent rights, and trademark rights, shall be vested in Party A. If Party A and Party B have an agreement to define the scope of intellectual property rights, Party B may share certain intellectual property rights within the defined scope.

(IV) Party B shall abide by Party A's relevant confidentiality provisions and keep confidential Party A's confidential matters related to intellectual property rights.

#### **Article IV Assessment**

(I) Annual Assessment: Party B shall accept Party A's annual work assessment during the employment term and submit the "Annual Work Progress Report".

(II) Mid-term Assessment: Party B shall accept the mid-term assessment of Party A's three-year work during the employment term and submit the "Mid-term Work Progress Report".

(III) Employment-term Assessment: Party B shall accept Party A's evaluation and assessment of its performance throughout the employment term after the expiration of the employment term. Party B's performance throughout the employment term shall be assessed through the assessment indicators set out in the employment contract, and Party B shall submit the "Employment Term Performance Summary Report".

#### **Article V Change, Termination, and Rescission of this Contract**

(I) If Party A and Party B reach a consensus through negotiations, they may change the relevant contents of this Contract or terminate or rescind this Contract.

(II) If Party B fails to pass the assessment (except for Party A's failure to perform its obligations), causes a major accident for which it is directly responsible or is in violation of laws or discipline during the employment term, Party A shall have the right to dismiss Party B and terminate this Contract.

(III) If Party B intends to resign within the employment term, it shall submit a written application to Party A six months in advance, and it shall not go through the resignation procedures until Party A's consent. Party B shall refund the remaining research funds allocated by Party A to Party A in full.

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(IV) If Party A proposes to dismiss Party B within the employment term though Party B passes the assessment, causes no major accident for which it is directly responsible and does not violate laws or discipline, Party A shall notify Party B in writing six months in advance, and shall not go through the dismissal procedures until Party B's consent. Party B shall refund the remaining research funds allocated by Party A to Party A in full.

(V) 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, terminated or rescinded, Party A and Party B shall properly handle the matter in accordance with relevant regulations.



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

(I) This Contract shall be made in four counterparts, and Party A and Party B shall hold two counterparts respectively. This Contract shall become effective when it is signed and stamped by Party A and Party B.

(II) Unless the agreed terms of 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.

(III) After the signing of this Contract, Party A and Party B shall keep confidential the contents of this Contract and shall not disclose them to any third party.

(IV) 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.

Party A (Seal): [Signature:   
Legal Representative:  
(or Authorized Agent):  
[Seal: 

Party B: [Signature illegible]

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