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## **Work Contract with a Specially Employed Expert under the [REDACTED] Scholars Program**

**Party A:** CoC University

**Party B:** [REDACTED], a Specially Employed Expert under the [REDACTED] Scholars Program

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

### **Article I Employment Term**

The term of employment of a Specially Employed Expert under the [REDACTED] Scholars Program shall be 5 years. The employment term shall be from [REDACTED], 2018 to [REDACTED], 2022. The employment mode shall be part-time. Party B shall work at Party A for more than 2 months each year.

Party B's employment term specified in the other work contracts (agreements) signed by Party A and Party B shall be consistent with the employment term under this Contract or cover this employment term.

### **Article II Job Goals and Tasks**

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

1, Goals in research breakthroughs: Actively assist in applying for national natural sciences funds and major national special projects and international cooperation projects; apply for and participate in horizontal projects.

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2, Goals in scientific and technological achievements: 30 - 35 high-quality academic papers (of which 8 - 10 shall have the impact factors of higher than 10), and 10 - 15 invention patents.

3, Goals in team building: Receive and cultivate 4 - 6 doctoral students jointly cultivated by [REDACTED] and the United States, receive and cultivate 3 - 4 visiting scholars or post-doctoral researchers, and cultivate or recruit 1 - 3 talents into the [REDACTED].

4, Goals in discipline platform development: Relying on [REDACTED] University, promote the development of "a first-class discipline", build a first-class scientific research platform supporting the development of the discipline, and promote the development of the [REDACTED].

5, Goals in economic and social benefits: Actively develop new biomedical materials and transform scientific research results into products or technologies with social value, thereby achieving significant economic and social benefits.

II, The Annual Job Tasks Party B Shall Fulfil During the Employment Term:

21, Work plan for 2018: Build a team of 5 persons, and complete the basic construction of the laboratory. Prepare the [REDACTED], and construct [REDACTED]. The research team in the United States will receive and jointly cultivate 1 doctoral student and 1 - 2 visiting scholars. Apply for one international cooperation project, apply for 1 horizontal project, apply for 1 - 2 provincial or ministerial-level and national-level projects, publish 2 - 5 high-level research papers, and apply for 1 - 2 national invention patents.

2, Work plan for 2019: Strengthen team building, and recruit 1 - 2 excellent talents as specially employed professors. Further improve the laboratory construction and set up a small analytical test platform. Create a series of [REDACTED] and prepare [REDACTED].

[REDACTED] The research team in the United States will receive and jointly cultivate 1 - 2 doctoral students and 1 - 2 visiting scholars. Apply for 1 international cooperation project, apply for 1 provincial or ministerial-level reward, publish 2 - 5 high-level research papers,

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and apply for 1 -2 national invention patents.

3, Work plan for 2020: Strengthen team building and recruit 1 - 2 excellent talents as specially employed professors. Systematically study and explore the application of [REDACTED] and other aspects. The research team in the United States will receive and jointly cultivate 1 - 2 doctoral students and 1 visiting scholar. Apply for 1- 2 [REDACTED] or ministerial-level and national-level projects, publish 2 - 5 high-level research papers, and apply for 1 - 2 national invention patents.

4, Work plan for 2021: Study the large-scale changes in [REDACTED] Offer lecturers and seminars to doctoral students, master students, and undergraduate students in the summer for a short term; and the research team in the United States will receive and jointly cultivate 1 -2 doctoral students and 1 visiting scholar. Apply for 1 - 2 [REDACTED] or ministerial-level and national-level projects, apply for 1 horizontal project, publish 2 - 5 high-level research papers, and apply for 1 - 2 national invention patents.

5, Work plan for 2022: Strengthen the recruitment of high-level talents to the team, strive to cultivate and recruit 1 talent into the [REDACTED] and 1 - 2 excellent talents as specially employed professors, and strive to build a research team with certain international influence for CoC University. Publish 2 - 5 high-level research papers, and apply for 1 - 2 national invention patents.

### **Article III Rights and Obligations**

#### **I, Party A's Rights**

1, Manage Party B in accordance with the relevant regulations on the [REDACTED] Scholars Program and the goals and tasks of a [REDACTED] Scholar.

2, Assess, reward and discipline Party B in accordance with the relevant regulations on



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the [REDACTED] Scholars Program and Party A's relevant regulations.

3, Point out Party B's failures in a timely manner and order Party B to make rectifications within the specified time limit when Party B is found to have failed to earnestly perform its duties or complete the relevant tasks.

II, Party A's Obligations

1, Protect Party B's rights in accordance with the law.

2, Implement the relevant policy support and allocate the [REDACTED] financial funds to Party B in full and in a timely manner in accordance with the relevant regulations on the [REDACTED] Scholars Program.

3, Provide Party B with good working and living conditions:

(1) Laboratories, instruments and equipment:

(2) Supporting funds: During the employment term, Party A shall grant the supporting funds of not less than [REDACTED] to a full-time expert under the [REDACTED] Scholars Program, or not less than [REDACTED] to a part-time expert under the [REDACTED] Scholars Program, or not less than [REDACTED] to a full-time social sciences scholar under the [REDACTED] Scholars Program.

(3) Research and technology backbones: Party A shall provide Party B with 5 core high-level full-time team members having doctoral degrees.

(4) Office conditions: A laboratory with an area of 50 - 100 square meters.

(5) Enrollment conditions: Actively assist specially employed professors under the [REDACTED] Scholars Program to set up high-level academic groups

(6) Living conditions: CoC University will provide excellent support for the applicants, and provide strong support in housing, children's schooling, spouses' employment, and other aspects

(7) Additional conditions: None

4, Provide Party B with the relevant supporting policies needed to accomplish the job goals and tasks specified in this Contract.

III, Party B's Rights

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1, Party B shall enjoy the [REDACTED] financial funds and Party A's supporting funds in accordance with the relevant regulations on the [REDACTED] Scholars Program, and enjoy the salary, insurance, benefits, and other treatments and working and living conditions provided by Party A in accordance with the national regulations.

2, If Party A fails to perform its due obligations as required, Party B shall have the right to appeal to the higher authorities.

#### IV, Party B's Obligations

1, Conscientiously abide by the relevant laws and regulations of the State and the relevant regulations on the [REDACTED] Scholars Program and abide by Party A's various regulations.

2, Part-time employment: During the employment term, Party B shall work at Party A for more than 2 months per year.

3, Fully fulfill the duties of a [REDACTED] Scholar, accomplish the work goals and tasks of a [REDACTED] Scholar, and accept the supervision, assessment, and management by the Organization Department and the competent authorities of [REDACTED], and Party A.

4, All the 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, or funds, it shall indicate both Party A and Party B (i.e., both the author and the author's employer shall be indicated, and the author's employer shall be Party A only), and indicate "Funded by the Special Funds under the [REDACTED] Scholars Program" as required to strengthen the management of service inventions and the protection of intellectual property rights.

5, The industrialized promotion and transformation of the new products, new processes, new technologies and other results obtained by Party B during the employment term shall be carried out in [REDACTED]. If the conditions are currently not available in [REDACTED], Party A's consent shall be obtained, and a report shall be submitted to the [REDACTED] Office of [REDACTED] for recording.

#### Article IV Assessment



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In December each year, Party A shall conduct the annual assessment of Party B under the guidance of the [REDACTED] competent authorities. When the 5-year employment term expires, the Organization Department and the competent authorities of [REDACTED] shall jointly organize the assessment of Party B's performance throughout the employment term, and both Party A and Party B shall actively cooperate.

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

1, If Party B fails to perform the duties stipulated in this Contract, 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 review and approval of the [REDACTED] Office of CoC [REDACTED], and recover the allocated funds or affix Party B's responsibilities depending on the circumstances.

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 review and approval of the [REDACTED] Office of CoC [REDACTED] and shall bear the corresponding liability for breach of contract depending on the specific circumstances.

3, If Party A and Party B encounter any problems which cannot be settled and terminate this Contract through negotiations, they shall not terminate this Contract until the review and approval of the [REDACTED] Office of CoC [REDACTED], and shall bear the corresponding liability for breach of contract depending on the specific circumstances.

4, 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 regulations.

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

1, This Contract shall be made in four counterparts. Party A and Party B shall hold one counterpart respectively. The other two counterparts shall be submitted to the Organization Department and the competent authority of CoC Province for recording.

2, This Contract shall be concluded when it is signed and stamped by Party A and Party

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B and become effective on the date when the [redacted] of CoC [redacted] publishes the list of [redacted] Scholars.

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:

[redacted] 2017