

Employment Contract between [REDACTED] University and Professor [REDACTED]

Party A: [REDACTED] University

Party B: Professor [REDACTED]

Party C: School of Science, [REDACTED] University

To protect the lawful rights and interests of Parties A, B and C, the three parties hereby enter this contract after consultation on an equal basis.

Article One: Term of Employment and Work Time

The term of employment is from [REDACTED] 2014 to [REDACTED] 2027. The first evaluation period will be four years (from [REDACTED] 2014 to [REDACTED] 2018), and thereafter each evaluation period will be three years. After each evaluation period, based on the evaluation of the contract tasks, the three parties will discuss and determine the job tasks, work objectives and compensation and benefits for the next evaluation period.

Work time: Party B shall work at Party A at least six months each year.

Article Two: Party B's Job Tasks and Requirements in the First Evaluation Period

I. General Requirements

1. Be patriotic and law-abiding; be dedicated to the work and love students; impart knowledge and educate people; hold a high educational standard; serve the society; be an example to students.
2. Observe all the management systems and measures of Parties A and C pertaining to faculty work.
3. Bring into play Party B's academic influence, rely on the existing platforms of the university and the School of Science, focus on the work in aspects such as discipline building, scientific research, teaching, cooperation and exchange with an international perspective.

II. Basic Tasks of the Position

Party B shall accomplish the following basic tasks of the position in the first evaluation period:

1. Meet the basic job requirements for the position of second-grade professor stipulated in the documents issued by Party C.
2. As an academic leader, Party B shall take the initiative to undertake the building of the optical engineering discipline and participate in related work such as evaluation of the discipline and applications for key programs related to the discipline.
3. Party B shall utilize [REDACTED] international influence to actively contact and recommend one to two team members to renowned domestic and foreign universities and scientific research organizations for long-term or short-term visits and exchanges; Party B shall organize and host important international conferences and special symposiums in the field.
4. Party B shall lead the team members to add and lead five national projects with [REDACTED] University as the primary undertaking unit.

III. High-Level Tasks of the Position

Party B, in addition to accomplishing the basic tasks of the position, shall actively undertake the following high-level building tasks in the first evaluation period:

1. Take the lead in successfully applying for one [REDACTED] of CoC “key” project (or instrument project, or key international joint project).
2. Lead the team to strengthen the building of the [REDACTED], improve the scientific environment and sophistication of the laboratory, and successfully apply for the designation of Innovation Team from the [REDACTED].
3. Based on the university’s talent introduction conditions, recommend and successfully bring in one high-level talent (academician, [REDACTED], [REDACTED] expert, [REDACTED] professor, winner of [REDACTED], or [REDACTED] leader).
4. Take the lead in winning one second place or higher national scientific and technological award or one first place or higher [REDACTED] scientific and technological award.
5. Based on the university’s talent introduction conditions, successfully bring in two individuals selected for the “[REDACTED]” or as “[REDACTED]”.
6. Help one team member successfully apply for [REDACTED] Distinguished Professor or become a winner of [REDACTED].
7. Party B and team members shall publish five papers with an impact factor higher than

Article Three: Rights and Obligations

I. Rights of Party A and Party C

1. Manage Party B according to the objectives and tasks of the position.
2. Evaluate Party B according to the laws and regulations of the state and the applicable stipulations of Party A and Party C.

II. Obligations of Party A and Party C

1. Protect all the rights to which Party B is entitled according to law.
 - (1) Provide the university policies necessary for Party B to accomplish the job objectives and tasks stipulated in this Contract.
 - (2) Party A and Party C shall recommend and apply for rewards for any important achievements by Party B within the term of employment.
 - (3) Give Party B appropriate policy bias and actively help [REDACTED] resolve the difficulties and problems encountered during the building process.
2. Provide good working conditions for Party B.
 - (1) Party A shall provide Party B with approximately 340 square meters of office and laboratory space, which shall be configured and in place within one year of signing of the Contract.
 - (2) Party A shall invest approximately [REDACTED] as scientific research funding (including funding for starting scientific research and funding to support the discipline) for Party B to start [REDACTED] scientific research work, create the conditions for scientific research, and procure scientific research equipment. Party B will propose a funding use plan, and based on the sources of funds and on management requirements, Party A shall appropriate the funds in one payment as far as possible based on the situation, in accordance with procedures, after demonstration. In

addition, Party C shall invest [REDACTED] as scientific research operating cost to be used as funding for starting scientific research and for international travel expenses.

(3) Party C shall provide Party B with two doctoral candidate enrollment quotas each year.

III. Rights and Compensation and Benefits of Party B

(I) Rights of Party B

1. Party B is entitled to all the rights of Party A's full-time faculty.

2. Party B will form a team and hire team members based on the requirements of [REDACTED] work. Based on [REDACTED] requirements, Party B may bring in three [REDACTED] who meet the conditions stipulated by the school. Party B should bring [REDACTED] into the team on the basis of voluntary discussion. Party B may hire one assistant based on work requirements.

(II) Compensation and Benefits of Party B

1. During each evaluation period, an agreed-upon pay system will be implemented for Party B, consisting of two parts, the base annual salary and incentive compensation for the term.

2. If Party B fully completes the basic duties of the position in the first evaluation period (Article Two, paragraph 2 of this Contract), and there is substantive progress in the high-level responsibilities undertaken by Party B and Party B's annual evaluation is satisfactory, Party A will pay Party B a base annual salary at the rate of [REDACTED] (before taxes), paid monthly.

3. If Party B completes two to three of the seven tasks listed under the high-level responsibilities for the first evaluation period (Article Two, paragraph 3 of this Contract), Party A will pay Party B a one-time incentive compensation payment of [REDACTED].

4. Party A will be responsible for implementing the "[REDACTED]" professional healthcare benefit stipulated by the state which Party B will receive during the employment term. Party A will be responsible for payment of work-related injury insurance and unemployment insurance for Party B during the employment term in accordance with the provisions of state policy.

5. After the construction of new on-campus housing is completed, Party A will provide Party B with a relatively stable leased residence of approximately 120 square meters while Party B is working for Party A. The lease and management policies for the residence will be carried out in accordance with the relevant stipulations of the school. Party A will grant Party B a one-time settling-in allowance of [REDACTED] (before taxes). Starting from the beginning of Party B's second evaluation period, Party A may grant Party B a certain appropriate housing allowance based on Party B's work performance and fulfillment of rent payment criteria.

6. For the period before new on-campus housing is completed and brought into use, Party A will pay Party B a rent allowance of [REDACTED] (before taxes, paid monthly).

IV. Obligations of Party B

1. Fully carry out the duties of the position and complete the objectives and tasks of the position's work; be subject to the management, supervision, and evaluation of Party A and Party C; and work for Party A for the period of time stipulated in Article One of this Contract. If Party B cannot honor the terms of the Contract, Party A is entitled to terminate the contract at any time.

2. All pedagogical or scientific research results achieved by Party B during the employment term are considered employee research results. Any papers or books published about them or awards, patents, or scientific research programs or funding applied for related to these research results are attributable to Party A and Party B simultaneously (i.e. they must be attributed to both the author and the author's unit simultaneously, with the author's unit attributed as the name of Party A).

3. Party B may not perform substantial part-time work at another domestic institution during the employment term.

Article Four: Evaluation

1. Party A and Party C will examine and evaluate Party B's work hours on the position and the progress of Party B's work annually. If Party B's annual work hours on the position is insufficient or performance of the basic responsibilities of the position (Article Two, paragraph 2 of this Contract) is poor, Party A may reduce Party B's compensation based on the evaluation results.

2. After the completion of each evaluation period, Party A will organize experts to evaluate Party B. The evaluation results will form an important basis for payment of incentive compensation and determination of the next evaluation period's compensation and benefits.

3. If Party B's evaluation results are unsatisfactory for two evaluation periods, Party A is entitled to terminate the employment contract with Party B.

Article Five: Modification and Termination of the Contract

1. Termination or modification of the contract shall be discussed and decided upon between the two parties.

2. If Party B wishes to terminate the contract for a special reason, Party B must send written notice to Party A three months in advance, and the contract will be terminated after discussion and agreement of the two parties.

Article Six: Supplementary Provisions

1. This Contract is made in three identical copies, with Party A, Party B, and Party C each having a copy. This Contract enters into force on date that it is signed and stamped by the parties.

2. Except in the case that the contract cannot be carried out due to force majeure, the three parties should strictly carry out each provision of the contract. If a dispute occurs, it should be handled through negotiation among the three parties, and the agreement of all three parties should be obtained for modification of the provisions of the contract.

3. For matters not covered by this Contract, the three parties should discuss and formulate supplementary provisions. The supplementary provisions have equal effectiveness as this Contract.

Signature of legal
representative of Party A:

Signature of Party B:

Signature of person in charge of
Party C:

Seal:

Year Month Day

Year Month Day

Seal:

Year Month Day