

GENERAL AGREEMENT

PARTIES TO AGREEMENT

1. Finnish Hockey League (hereinafter the SM League)
2. Finnish Hockey Players' Association (hereinafter the Players' Association)

The SM League is in charge of the organization of the competitions at the top league level in Finland. At the time of making this agreement the SM League, which is organized as a limited company, is owned by fourteen (14) shareholder corporations (hereinafter 'the employer' or 'the corporation').

The task of the Players' Association is to promote Finnish ice hockey and to work in the best professional, social, and athletic interests of its members. The membership of the association consists of individual players.

OBJECTIVES

By this agreement and through mutual cooperation, the parties aim especially to attain the following objectives:

- to promote and develop Finnish top-level ice hockey and to increase the athletic esteem towards the SM League,
- to enhance the financial profitability and competitiveness of the corporations playing in the SM League,
- to improve the insurance cover, education prospects and other conditions of the players in the SM League,
- to enhance the juridical regulations to fit as well as possible into the conditions prevalent in ice hockey and
- to monitor the players' sportsman-like behavior.

The parties to this agreement set up a special working group whose objective it is to suggest improvements to the SM League and to listen to the players' views on the development work.

TERMS OF AGREEMENT

1 Player Contract The parties negotiate a model player contract to be used between the employers and the players, as well as the possible amendments made to the contract during the term of contract.

2 Pension and Casualty Insurance

Terms of insurance The obligation to insure the players is laid down in the act on the pension and casualty insurance of sportsmen (276/ 2009).

The SM League negotiates the insurance conditions in compliance with the law with an insurance company of its choice. The SM League submits the conditions of the insurance contract to the Players' Association.

Taking out insurance The employer takes out insurance for every player in the SM League with whom it has signed a player contract. The employer shall also take out insurance for players with a *try out* contract.

Specifications to the obligation to insure

The employer shall also take out insurance for players

- who do not attain the level of earnings determined as the minimum in view of the obligation to insure.
- the insurance cover (insurance contract) also covers the temporary loss of earnings starting from 1 May after the season for the period during which the player has not received salary for the period of incapacity for work from his team. The compensation for the loss of earnings (85% of the salary for the period of injury) is calculated on the basis of the maximum salary of EUR 100,000. The amount is adjusted every year by using the wage coefficient specified in the Employees Pensions Act (395/2006).

Player's share of the pension insurance premiums

According to the law, the share of pension insurance premiums of the insurance is 4.5% of the player's salary and compensations during the season.

The players pay two (2) percent of the share of the pension insurance premiums. These payments are withdrawn from the player's salary up to the maximum of EUR 100,000. The amount is adjusted every year by using the wage coefficient specified in the Employees Pensions Act (395/2006). For those players whose salary remains under the amount laid down in section 1 of the act on the pension and casualty insurance of sportsmen during the season 2009-2010 (EUR 9,600), the team shall withhold an amount corresponding to 1.0 (one) percent point of the salary.

The employer, who pays the insurance premium to the insurance company, has the right to withdraw the player's share of the insurance premium from the salary and to pay it to the insurance company.

Supervision

The SM League supervises the obligation to insure in accordance with the law.

The SM League has the right to require information from the employer concerning the organization of insurance protection. The terms of insurance are developed in such a way that the SM League can obtain information on the possible delays in the payment of the insurance premiums as quickly as possible.

The SM League notifies the Players' Association of the employers' significant payment failures related to the insurance premiums. The parties shall negotiate the necessary measures in such cases.

3 Organization of holidays

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| Training leave | <p>The employer shall grant the players of the SM League a training leave of a minimum of 18 working days, i.e. three weeks in a row after the last official match (regular season, play off, or national team).</p> <p>The employer shall also grant the players a training leave for the working days of the incomplete calendar week during which the players play their last official match in the series.</p> <p>The employer shall organize the team's training sessions in such a manner that the training decided by the employer, together with any other joint events of the team that take place until 31 August fall mainly upon working days. This restriction does not concern the training matches played in August.</p> |
| Annual holiday (independent training) | <p>The employer shall grant the players of the SM League a holiday of 36 working days, i.e. six weeks at the minimum in the period between 1 June and 31 July</p> <p>For the players who have not turned 26 by the end of the holiday credit year or who have not played the minimum of 300 matches in the SM League, the holiday lasts at least 24 working days, i.e. four weeks.</p> <p>A new player joining the employer's team shall have the right to a holiday of the same duration and during the same periods as granted to the other players of the team on the above grounds.</p> <p>During the annual holiday the player shall train independently according to training programs planned jointly by the team's principal coaches and the player.</p> |
| Holiday time | <p>Holidays are granted at a time determined by the employer.</p> <p>The holiday time shall be notified to the players in good time, by 15 May at the latest. Before determining the time of the holiday, the employer shall offer the players a chance to express their view on the holiday time.</p> |
| Christmas and New Year | <p>There will be no training, traveling, or playing during the Christmas break from 23 December to 25 December. At the turn of the year, from 31 December to 1 January, there will be no training, traveling, or playing.</p> |
| Holiday wages | <p>The holiday wages are calculated in accordance with the Annual Holidays Act, unless the employer and the player have separately agreed on the holiday wages in the player contract.</p> |
| Breakdown of wage payments | <p>The player and the team can agree mutually, in a separate wage attachment, to divide the payment of wages between a period shorter than 12 months.</p> |
| Training matches | <p>The employer's team shall not play training matches during the period between the last official match and 31 July.</p> |

The employer shall not make the players play in more than ten (10) training matches before the beginning of the regular season. Tournament matches consisting of two periods at the maximum (40 minutes of effective playtime) are counted as half a match in this respect. All matches longer than that are counted as entire matches.

The employer can make the players who have not turned 24 by the end of the holiday credit year or have not played at least 150 matches in the SM League play twelve (12) training matches at the maximum before the beginning of the regular season.

4 Health care

The employer shall provide the players with health care services to prevent and treat health problems caused by and directly related to playing.

The employer shall cover the expenses of the medical examinations prescribed by the employer's physician.

The employer shall arrange a physical examination for the player fulfilling the jointly approved criteria.

The employer shall also provide the players regular muscular treatment and, if necessary, a chance to receive physical treatment on doctor's orders.

The player must undergo a physical examination in which a physician appointed by the employer examines and verifies his state of health and ability to play, before the player contract is signed. The employer shall cover the expenses of the physical examination.

5 Campaigns and events

Campaigns of the employer and the SM League

The employer may use the players' photos and other identification data for marketing their own or their stakeholders' organizations, in any form of printed or electronic communication.

The SM League may use the players' photos and other identification data for promoting its own or its stakeholders' organizations, in any form of printed or electronic communication.

Campaigns of the Players' Association

The player may take part in the events and regular advertisement campaigns of the Players' Association subject to the following conditions:

- the event or campaign is not in conflict with the advertisement, sponsorship or cooperation agreements of the employer or the SM League, unless the conflict can be deemed minor.
- participating in the events and campaigns takes place in the player's free time in such a manner that it does not disturb the player's participating in

his teams' matches, training, or other events as determined by the employer.

- the event or campaign is acceptable from the point of view of sportsmanlike behavior.

The player shall not take part in the events or campaigns wearing the employer's team uniform, unless the employer has specifically granted a written permission to do so in each individual case separately.

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| 6 | All Stars match | <p>The parties aim to organize an All Stars or respective match every year.</p> <p>The proceeds from the match are distributed evenly between the parties.</p> |
| 7 | Agent activities | <p>The parties develop and control the activities of the agents that work to promote the players' interests especially on commission by the Agent Activities Assessment Board.</p> |
| 8 | Collective Bargaining Agreement | <p>The parties to this agreement will come up with the individual issues and perspectives that should be included in the collective bargaining agreement by 31 August 2010, also considering their effect in the field of professional ice hockey/sports.</p> |
| 9 | Education | <p>The parties work in cooperation to develop measures to promote the players' professional education during their ice hockey career or after it.</p> <p>The SM League and its member corporations contribute, for their part, to the creation of education opportunities for the players and the combining of studies with the match and training program.</p> |
| 10 | Dispute resolution | |
| | Negotiations | <p>Disputes arising from the player contract shall be resolved primarily by negotiations between the employer and the player.</p> <p>Unless the employer and the player can reach an agreement in case of dispute, they can submit the dispute to the SM League and the Players' Association to be negotiated there.</p> |
| | Arbitration | <p>Unless unanimity is reached by negotiations in a dispute concerning the player contract, the dispute is resolved in arbitration proceedings in accordance with the effective legislation on arbitration proceedings.</p> <p>The arbitration proceedings include three members, one of whom is appointed by the employer and another by the player. The chairman of the arbitration proceedings is appointed by the two members jointly. Unless unanimity regarding the chairman is reached, the chairman is appointed by the Arbitration Institute of the Central Chamber of Commerce on request by one of the parties in the proceedings.</p> |

The employer and the player can also agree that the arbitration proceedings are carried out by one mediator and the Board of Legal Protection for Sports.

TERM OF AGREEMENT

This agreement will be effective until 30 April 2012 and one year at a time thereafter, unless written notice is given by one of the parties by 10 January at the latest during the last season covered by this agreement.

This agreement covers all player contracts signed after 1 May 2009.

SIGNATURES

This agreement has been made in two copies containing the same wording, one for each party.

Helsinki, 26 January, 2010

FINNISH HOCKEY LEAGUE

FINNISH ICE HOCKEY PLAYERS' ASSOCIATION

Signed 26 January 2010