

CONTRACT OF EMPLOYMENT
(Database Developer)

01 BETWEEN:

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.....

(hereinafter referred to as the "Employer")

02 AND:

.....

.....

(hereinafter referred to as the "Employee")

(the Employer and the Employee are hereinafter collectively referred to as the "Parties")

PREAMBLE

WHEREAS the Employer wishes to hire the Employee as Database Developer;

WHEREAS the Employee wishes to accept the employment offer after having been informed of the Employer's policies and conditions of employment;

WHEREAS the Parties wish to evidence their agreement in writing;

WHEREAS the Parties have the capacity and powers to enter into and perform the undertakings set forth in this Agreement;

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1.00 PREAMBLE

The preamble hereto shall form an integral part hereof.

2.00 OBJECT

2.01 Position Title

The Employer hereby hires the Employee as Database Developer.

03 2.02 Main Duties and Responsibilities

Without being restrictive, and subject to modification (in the latter case, by prior notice from the Employer), the Employee's main duties and responsibilities shall be as follows:

- to carry out the management, development and operation of the information systems necessary to the achievement of the Employer's objectives by ensuring the data availability, reliability and integrity;

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Employer Employee

- to design and maintain the functional and physical data models based on the system analysis;
- to define and ensure the compliance to the norms, standards and procedures relating to the use of data bases;
- to take part in the creation of data-related tools as well as to the growth management, data bases integrity and optimization;
- to maintain within a team an optimal environment for the processing of numerous data bases from diversified sources
- to act as the expert towards customers by diagnosing their actual requirements , by laying down the related business objectives and by assessing the benefits;
- to propose innovating and profitable solutions in terms of systematization and computerization;
- to see to the achievement, revision and execution of integrated test plans;
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2.03 Immediate Supervisor

The Employee shall report directly to, in the position of, or to any other person designated by the Employer.

2.04 Work Place

The Employee's work place shall be located at, or at any other place required for the efficient operation of the Employer's business.

2.05 Driver's License and Vehicle

During the entire term of this Agreement, the Employee shall hold a valid driver's license and shall be in a position to use his vehicle for work.

3.00 CONSIDERATION

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3.01 Salary

In consideration for the Employee's performance of his work, the Employer shall pay the Employee an annual salary of dollars (\$.....). This salary shall be revised annually, on the hiring anniversary date, based on an assessment of the Employee's performance and the Employer's financial situation. The said salary (less any legal and contributory deductions) shall be payable on the of every by cheque or by direct deposit to the Employee's bank account, at the Employer's option.

3.02 Overtime

All overtime worked by the Employee shall be subject to prior approval by the Employer. If requested by the Employee, the Employer may, in lieu of paying any overtime, grant a leave equivalent to the period of overtime worked, increased by fifty percent (50%).

3.03 Specific Benefits

The Employee's position shall entitle him to the following benefits: (specify)

- *motor vehicle supplied by the Employer*
- *motor vehicle allowance*
- *expense account*
- *profit-sharing plan*

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Employer Employee