



ההתאחדות לכדורגל בישראל
Israel Football Association

August 9, 2015

To

The Women's Team (Adult) Players

Further to the discussions that took place in your regard following your request on this issue, the following arrangements will apply to your activities in the team from now on:

1. Travel allowance - the Association will pay for all team players in the event of travelling to team activity overseas, an amount in cash equivalent to €15 euros for each day of activity abroad. Payment will be made shortly before each journey to activity abroad.
2. Bonuses for reaching a place and qualifying for the World Cup Tournament and / or the European Championship - the Association will give players bonuses for reaching a place and qualifying for major tournaments for which the Association is supposed to receive bonuses in respect of participation in these tournaments, which will be a percentage amount of the bonuses that the Association actually receives from the relevant international association for participation in the tournament, at the same rate (percent) as agreed with the Men's (Adult) Team) with regard to the corresponding tournament to the status of the Women's Team tournament.
3. Payment for the actual loss incurred by the players due to absence from work for the purpose of taking part in training / games of the team - the Association will pay the players compensation in the amount of NIS 150 per day of training / game.
4. Accommodation arrangements - as part of the team's activity in Israel (according to the schedule of activity) that requires hotel accommodation, the players will stay in hotels in Israel at the same or similar level to the Kfar HaMaccabiah Hotel or Leonardo City Tower (and also abroad).
5. Sports equipment - the Association will provide players with outfits suitable for women as far as the Association's supplier of uniforms, under the agreement with the Association, will be able to manufacture and supply uniforms suitable for women taking into account the scope and amount of equipment that the Association gets from that supplier. If the team qualifies to play in a large international tournament overseas, the players' names will be printed on the shirts. The Association will provide players with a pair of sports shoes (not football boots) that will match the sizes of each player.
6. Organized transportation to the airport – The Association will take care of transportation, at its own expense, to drive the players to the airport, before games abroad.





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7. Professional envelope – The Association will make available to the team, in addition to the existing professional envelope, the services of a nutritionist as far as necessary. The need for a nutritionist, their identity and the scope of services they will provide, will be determined by the Association.
8. Insurance – the players will continue to be insured, in the framework of their chosen activity in the team, with the same scope and type of insurance as they had before.
9. Tickets for team games - each player will be entitled to a ticket for home games of the Israeli team, subject to availability, for personal use of the players. Tickets will not be transferable.
10. Dates of payment - payments to players, by the Association, will be made shortly after carrying out training and no later than 30 days after the relevant training.
11. Upkeep of Association equipment - all team players are required to take care of Association equipment and undertake to return it to the Association by the dates required. For this purpose, every player will sign an undertaking in the matter when receiving items of equipment. If equipment is not returned or is damaged, the player will be charged for it and will bear the loss or damage as has been done so far. It is hereby clarified that players will not be charged for reasonable wear and tear.
12. Participating in activities of the Association – the players will cooperate and participate in public relations and promotional activity for the Association and also in community activity promoted by the Association without any compensation.
13. We have noted your notification that the General Workers' Union - Union of Clerical, Administrative and Public Service Employees (UCAPSE), that applied to the Labour Court in the framework of legal proceedings against the Association, notified you that it is committed to dismiss, without any order for costs, the suit that is still pending in the Tel Aviv Labour Court in a file under sub-section 4889-02-14. Accordingly, the conditions set forth above will come into effect and will commence immediately upon dismissal of the claim. Dismissal of the said claim is a condition for the entering into force of the above arrangements.

Sincerely,

Rotem Kamer, CEO

Copies:

Ofer Eini - Chairman

Dudi Gil - Treasurer

Tali Orvieto – VP - Finance

Ronen Hershko - Teams Division Manager

Women's Team Manager - Nir Haftel

Sharon Zeevi – Women's Division Manager

