

## SECTION I - Personal declaration

### 1. Personal particulars

Please fill in truthfully (use capital letters)

Surname: \_\_\_\_\_

Maiden name: \_\_\_\_\_

Initials: \_\_\_\_\_

First name: \_\_\_\_\_

Address\*: \_\_\_\_\_

Postal code / city: \_\_\_\_\_

Country: \_\_\_\_\_

Telephone (landline connection): \_\_\_\_\_

Telephone (mobile): \_\_\_\_\_

E-mail address: \_\_\_\_\_

Date of birth: \_\_\_\_\_

Sex:  male  female

BSN (citizen service number): \_\_\_\_\_

Bank / Giro account number: \_\_\_\_\_

Profession / position: \_\_\_\_\_

Nationality: \_\_\_\_\_

Identification:  passport  identity card

Number: \_\_\_\_\_

Expiry date: \_\_\_\_\_ (See item 5)

\*as registered with the local authorities

### 2. Registration

I hereby register as a Flexi-worker of Tentoo Collective Freelance & Flex B.V.

### 3. Your job description

Please provide a detailed description

My job position: \_\_\_\_\_

I carry out the following work: \_\_\_\_\_

### 4. Acceptance CF&F collective labour agreement (CAO)

I have received a copy of the CF&F collective labour agreement, hereinafter referred to as the collective labour agreement, and have read and fully understand the contents thereof. I hereby declare that I agree with the provisions stated in the collective labour agreement and unconditionally accept these provisions, and in particular the provisions stated in the flexible employment contract, which implies that the flexible employment contract will be legally terminated if secondment by CF&F to the client is terminated at the request of the client.

### 5. Appendices

- I have enclosed a copy of my passport (driving licences are invalid) or identity card (including the back).
- I have enclosed an employee's declaration for tax purposes (loonbelastingverklaring).

Both a copy of your identification and the payroll tax declaration are obligatory; without these we cannot register or payroll you.

### 6. General Terms and Conditions

By signing this form I declare that I have received and accept the General Terms and Conditions of Tentoo.

### 7. Flexible employment contract

I am aware and explicitly emphasise that the provisions stated in the collective labour agreement will apply at all times to the flexible employment contract and commission contracts to be concluded between myself and Tentoo Collective Freelance & Flex B.V.

### 8. Declaration

I declare myself fully aware that if I enter into or extend a flexible employment contract in breach of any applicable statutory provisions, any secondment periods and/or employment contracts with the client concluded within 6 months prior to the first flexible employment contract will not be taken into account.

In addition, I am aware that, according to the collective labour agreement, a permanent employment contract is to be drawn up initially, after which, as from the date of signature to this registration form, flexible employment contracts will succeed one another, subject to intervals not exceeding three months, and for a period of 7 years, including these intervals.

## SECTION II - Contract

### Flexible employment contract

The undersigned:

a. The employer: Tentoo Collective Freelance & Flex B.V.  
 With its registered office in: Amsterdam  
 At: Oostenburgervoorstraat 162  
 and

b. The flexi-worker: \_\_\_\_\_  
 Surname: \_\_\_\_\_  
 Maiden name: \_\_\_\_\_  
 First name(s): \_\_\_\_\_

Agree as follows:

#### 1. Duration

1.1 As from\* \_\_\_\_\_, the undersigned will enter into the employment of Tentoo Collective Freelance & Flex B.V. as a flexi-worker for a definite period of time, for a definite period and/or for the duration of a certain project and/or for the duration of the secondment (as intended in section 7:691 of the Dutch Civil Code) and as such will be seconded to a client to be stated on the assignment contract (job sheet) that is to be completed.  
 \*(enter date of first working day)

#### 2. Applicable collective labour agreement

2.1 The collective labour agreement for Tentoo Collective Freelance & Flex B.V. applies to this flexible employment contract. A copy of the collective labour agreement as well as of the General Terms and Conditions has been provided to the undersigned flexi-worker by Tentoo Collective Freelance & Flex B.V. at the time of registration.

#### 3. Termination of secondment

3.1 The secondment period shall be legally terminated, i.e. without notice of termination being required, once the flexi-worker's secondment by Tentoo Collective Freelance & Flex B.V. to the client, as intended in section 7:690 of the Dutch Civil Code, is terminated.  
 3.2 In departure from the provisions in section 7:691, paragraph 3 of the Dutch Civil Code, This proviso will remain in force, for the full duration of any flexible employment contract between Tentoo Collective Freelance & Flex B.V. and the flexi-worker.

#### 4. Termination in the event of disability

4.1 In the event of the flexi-worker's disability (e.g. illness or accident), the flexible employment contract will be considered immediately terminated following notification of the disability at the request of the client.

#### 5. Extension of /new flexible employment contract

5.1 A new flexible employment contract between the parties will be drawn up and agreed upon under the same conditions as determined in this contract as soon as Tentoo Collective Freelance & Flex B.V. processes a job sheet. The new flexible employment contract will be concluded for a definite period of time, for a definite period and/or for the duration of a certain project and/or for the duration of the secondment period.

#### 6. Working hours and salary

6.1 Working hours, fees and any reimbursement of expenses for the work carried out by the flexi-worker will be determined only by mutual agreement between the client and flex worker. The agreements concerned will be laid down in the assignment contract (job sheet) and must be signed by both the client and flexi-worker. Following approval by Tentoo Collective Freelance & Flex B.V., the job sheet signed by both parties will be included in the flexible employment contract.

#### TENTOO Collective Freelance & Flex B.V.

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 1018 MR Amsterdam F +31 (0)20 625 16 55  
 P.O. Box 2642 E info@tentoo.nl  
 1000 CP Amsterdam W www.tentoo.nl  
 The Netherlands

#### 7. Exclusion of continued payment

7.1 The flexi-worker will not be entitled to wages determined by time period if he or she has not carried out the agreed flexi-work, irrespective of the cause of such an inability to carry out the agreed flexi-work, including short absence (e.g. a doctor's appointment, voting in an election, family circumstances, paternity leave) or public holidays.

#### 8. Other obligations and conditions

8.1 The flexi-worker will act as a good employee towards the employer.  
 8.2 The flexi-worker will do and refrain from everything that a good employee in similar circumstances might be expected to do or refrain from. At the least, this will include observing any regulations and following reasonable orders and instructions.  
 8.3. During and following termination of the flexible employment contract, the flexi-worker will be bound to maintain strict confidentiality concerning any facts and particulars that may harm the employer's and/or client's interests. Any further provisions regarding confidentiality with regard to documents of the employer/client, or other provisions such as intellectual property rights, included in the individual flexible employment contract, will remain in full force, even if these have been agreed upon directly between the client and flexi-worker.  
 8.4 The flexi-worker will carry out the agreed flexi-work under the supervision and guidance of the client and will observe reasonable regulations imposed by the employer and client regarding the flexi-work to be carried out.  
 8.5 While performing his or her flexi-work, the flexi-worker will carry on his or her person a valid form of identification and, if so requested by legally competent bodies or persons, will submit this immediately for inspection.  
 8.6 The flexi-worker will complete the assignment contract truthfully and in full.

#### 9. Final provisions

9.1 This flexible employment contract is subject to Dutch law.

I declare myself fully aware that Tentoo offers various forms of payrolling and that any consequences pertaining to industrial law resulting from this that may affect me depend on the chosen form. My choice of payrolling through Tentoo CF&F B.V. matches the flexible labour relationship I would like to have.

On behalf of the Flexi-worker:

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

On behalf of Tentoo: \_\_\_\_\_

This person has been registered with Tentoo CF&F B.V. by Tentoo (in accordance with the CAO of CF&F) on: \_\_\_\_\_ (Enter date)

Name: \_\_\_\_\_

Signature Tentoo: \_\_\_\_\_

#### Important!

- Have you fully completed and signed the form? (Do not forget to complete the grey boxes.)
- Have you signed the contract?
- Have you enclosed a valid copy of your passport or identity card (including the back)?
- Have you completed and signed the employee's declaration for tax purposes?
- Have you stamped the self-addressed envelope?

We shall be unable to process your registration if one of the abovementioned items has not been enclosed. This may cause a delay in the handling of your payment orders. If you have any questions, please contact our Service Desk at +31 (0)20-420 2070 or send an email to info@tentoo.nl