



Realmadrid

Madrid, on the 22 of January, 2015

BY AND BETWEEN

The party of the first part, **JOSÉ ÁNGEL SÁNCHEZ PERIÁÑEZ** and **Mr MANUEL REDONDO SIERRA**, of legal age, of Spanish nationality, with National ID Document Numbers [REDACTED] and [REDACTED] respectively, acting in name and representation of the football club **REAL MADRID CLUB DE FÚTBOL** (hereinafter referred to as "**REAL MADRID**" or the "Football Club" or "Club"), acting in their respective legal capacities of General Director and Director of the Chairman's Office, respectively, using the powers conferred to them by the power-of-attorney deeds executed before the Notary Public of Madrid, Mr Cruz Gonzalo López-Muller Gómez, on 11 September 2006, under number [REDACTED] of his notarial record and on 1 June 2009, under number [REDACTED] of his notarial record, respectively, whose professional office is at Avda. Concha Espina 1, Madrid, and whose Tax ID number is [REDACTED]

And the party of the second part, **Mr HANS ERIK ODEGAARD** (hereinafter, **THE COACH**) of legal age, of Norwegian nationality, with Tax number [REDACTED] acting in his own name and behalf.

The Parties declare that they have sufficient legal capacity to formalise this contract and be bound by its terms, and in their respective legal capacities set out the following

RECITALS

I.- REAL MADRID is interested in contracting the services of THE COACH, as coach the different Real Madrid Teams, during the seasons running from 2014/2015 to 2017/2018, in other words, from 22 January 2015 to 30 June 2018.

II.- THE COACH is likewise interested in providing their services as a coach for REAL MADRID, during the seasons running from 2014/2015 to 2017/2018, in other words, from 22 January 2015 to 30 June 2018.

III.- Having reached an agreement on the professional services described above, both parties, by mutual consent, hereby formalise this **PROFESSIONAL SPORTS EMPLOYMENT CONTRACT**, which will be subject to the following,




STIPULATIONS

One.- THE COACH and REAL MADRID are interested in contracting TE COACH's services for REAL MADRID, during the seasons running from 2014/2015 to 2017/2018, in other words, from 22.January 2015 to 30 June 2018.

Two.- 2.1. Fixed Amount. THE COACH will receive from the CLUB, for each of the seasons during which the Contract is in force, the yearly gross sum of one hundred thousand Euros (€ 100.000), which will be paid in twelve equal and consecutive monthly instalments for the 2015/2016, 2016/2017 and 2017/2018 seasons, and in six equal and consecutive monthly for this season 2014/2015 the gross sum of fifty thousand Euros (€ 50.000). (Each month THE COACH will receive from the Club the gross sum of €8.333,33).

2.2. Special Prime:

Additionally, THE COACH shall be entitled to receive, during the season 2014/2015 and as a Contracting Prime, the gross sum of three million Euros, (€ 3.000.000). The above mentioned amount shall be paid within 30 days of the parties signing this Contract.

This amount will not consolidate, and, in consequence, both parties agree that the fact that THE COACH perceives the complementary remuneration agreed in one sport season, that does not imply the right to receive such additional remuneration in the following season.

Three.- REAL MADRID is fully aware of the capabilities and licences owned by The COACH that are considered enough for carrying out this work and THE COACH, is obliged to perform the functions for which it is contracted with due diligence and secrecy, being obliged to issue reports of its activities to the Director of football, and to the Board of Directors.

Four.- The parties expressly agree that if THE COACH fails to fulfil the obligations assumed under this Contract, or if the Contract is rescinded or terminated by THE COACH'S unilateral decision, and under the provisions of article 16, points 1 and 2 of Royal Decree 1006/85 for Professional Sports Players for the latter case, THE COACH must indemnify REAL MADRID with the gross sum:

- Three million (3.000.000,-) Euros, If the termination is before 30 June 2015.
- And, If termination is after June 30, 2015, THE COACH must pay the part of €3.000.0000 that is proportional to the time remaining until June 30, 2018.

The sum of the indemnity which must be made effective at the time of the rescission or termination of the contract.





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In case Real Madrid terminated the contract without legal grounds - arts. 13 e), f), h) and 15 of Real Decreto 1006/1985- Real Madrid will pay a severance corresponding to the pending salaries of the coach from the moment of his dismissal until the end of the contract.

Five.- 5.1. In fulfilment of the provisions of Organic Law 15/1999, of 13 December on the Protection of Personal Data, THE COACH is informed that the data compiled by the Club during the period in which the employment relationship continues in force, shall be included in a file processed under the responsibility of REAL MADRID. The purpose of such data processing shall be the maintenance, fulfilment and control of the employment relationship binding THE COACH to the Club; the data in question may also be processed and treated for the purposes set out in the regulations and laws applicable to such an employment relationship. Said purposes may include the transfer of THE COACH'S personal data to third parties, such as Public Administrations, Governments, financial entities, sponsors or other suppliers or partners of the Club.

5.2. THE COACH may at any time refuse to have their data processed for any of the abovementioned purposes, and exercise their rights to access, rectify, cancel and contest the processing of that data, by writing to or otherwise communicating with the Club's Human Resources Department.

Six.- THE COACH accepts that he will have to move throughout the National territory and foreign alike when so required by the Director of football, or the Board of Directors.

Seven.- This contract represents a novation and therefore, its entry into force cancels any other previous contract, agreement, understanding or arrangement, whether verbal or written, between the parties, all of which are rendered legally ineffective and cancelled hereby.

Eight.- Any notifications and communications required hereunder between the parties shall be made at the addresses set out in the contract heading and by registered fax, certified fax, or certified letter or telegram with acknowledgement of receipt or by any other written means of notification that generates an official record of the fact that the receiving party has effectively received the notification/communication.

Nine.- The parties mutually undertake to keep the contents of this Contract in the strictest confidentiality, save for the disclosures that may be required under Spanish Law. Both parties agree to be bound by the principles of professional secrecy and confidentiality in all aspects affecting their contractual relationship.

The parties, by mutual consent and when both deem the appropriate moment to have come, shall communicate the existence of this document and its terms and conditions to the media. The



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parties may not make any unilateral declarations or in any other way disclose the contract's contents or existence to the media prior to such time.

Ten.- The parties expressly agree to be subject to the Laws of Spain and will expressly submit to the jurisdiction and competence of the Courts and Tribunals of the City of Madrid, to resolve any discrepancy or disagreement concerning the interpretation and enforcement of this Contract, and expressly waive their right to have any such discrepancy processed under any other jurisdiction that may apply.

In witness whereof, the parties hereby sign this Professional Sports Employment Contract, in two counterparts, at the place and on the date stated in the heading.

REAL MADRID FOOTBALL CLUB

A handwritten signature in blue ink, appearing to read 'José Ángel Sánchez Periañez'.

José Ángel Sánchez Periañez

A handwritten signature in blue ink, appearing to read 'Manuel Redondo Sierra'.

Manuel Redondo Sierra

THE COACH

A handwritten signature in blue ink, appearing to read 'Hans Erik Odegaard'.

Hans Erik Odegaard