

July 21st, 2006

EUROPEAN ASSOCIATION OF SPORT EMPLOYERS **(EASE)**

OPERATING STATUTES

PREAMBLE,

Some organisations dealing with the social affairs in the sport field have decided to progress on social affairs linked to business issues at European level. To do so, they have decided to found the European Association of Sport Employers (EASE).

Its application domains are:

- professional sector,
- voluntary sector,
- fitness sector,
- outdoor sector.

EASE shall operate in accordance with the following Operating Rules:

TITLE, HEAD OFFICE, OBJECTIVES, DURATION

Article 1: TITLE

This non-profit European association is entitled the European Association of Sport Employers, in abbreviated form: EASE.

The present Operating Statutes shall be governed by the EASE's seat law.

Article 2: ADDRESS

The seat of the EASE will be situated at Maison du sport français, 1 avenue Pierre de Coubertin, 75 640 Paris Cedex 13 France.

There is a sub-branch in Brussels : Bureau de liaison du sport, avenue de Cortenberg 89, B – 1000 BRUXELLES.

Article 3: AIMS

The aims of the European Association of Sport Employers are:

- to study and to defend the rights and the material and moral interests of its members, employers of the sport sector,
- to seek and develop any means likely to ensure harmonious development of the sport sector,
- to participate at the Sport Social dialogue committee at European level,
- to negotiate at European level on behalf of employers in sport.

Article 4: OBJECTIVES

The objectives and activities of EASE shall all the time comply with the applicable laws of the European Union, its Member States.

Article 5: DURATION

EASE shall be formed for an unlimited period.

MEMBERSHIP

Article 6 : MEMBER

Full Membership of EASE is open to employer groups and associations that are formally recognised within their own country as the representative body for employers within at least one sub-sector of sport,

Associate membership of EASE is open to formally constituted associations/groups of employers within sport (or a defined sub-sector) that have the capability to represent employers at a national level and are willing to promote the aims and work of EASE in countries where there is no full member of EASE in a particular sub-sector.

Each member will opt to join one or more sub-sector(s) called “commission(s)”:

- professional sport,
- voluntary sport,
- fitness,
- outdoor.

Each commission nominates a representative. These representatives will be the organisation’s delegates to the General Assembly.

Article 7: NEW MEMBER

Written application for Membership shall be sent to the Board of EASE, with copy of its statutes. The organisation shall then submit its application to the Board. The Board, on a majority of 2/3 of the votes of the Members present or represented, shall grant membership admission. The decision shall be final.

Article 8

Any Member wishing to withdraw from membership shall give written notice to the Board of the withdrawal at least 6 months in advance; during this period, the membership and obligation to pay the fee(s) and all financial commitments shall remain unaffected.

Article 9

Any Member who does not comply with the Operating Rules, or does not fulfil conform with the membership conditions (as mentioned in Article 6), can be expelled by a decision of the General Assembly.

The Member shall have the right to present its defence beforehand.
Membership shall also terminate in the event of a Member being declared bankrupt or upon the completion of winding-up procedures.

Article 10

A Member who ceases to be part of the EASE shall have no claim on the EASE's funds.

GENERAL ASSEMBLY

Article 11**Composition:**

The General Assembly is open to all paid full and associate members of EASE. In order to the members must have paid their contribution before being invited to the General Assembly.

Attributions:

The General Assembly is only qualified to:

- name and renew the members of the board from nominations made by each commission,
- control the management of the board.

All the General Assembly decisions are binding for all the members of the EASE.

Meetings:

The General Assembly meets once a year, on notice of the board.
Decisions are taken by simple majority of voices.

Article 12: DISTRIBUTION OF VOTES

National organisation:

- 1 vote per employer organisation per sub-sector in which the organisation is represented.

European organisation:

- 1 vote per organisation
- each European organisation can vote for the national organisations which are affiliated to it, if the European organisation is mandated to do so.

Article 13: EXTRAORDINARY GENERAL ASSEMBLY

The extraordinary General Assembly is summoned under the same conditions as the ordinary General Assembly.

It is invited at the request of half of the EASE members or on decision of the board.

On its agenda, which has to be addressed to the members at least 20 days before the fixed date of the meeting, only the modifications of statutes or the dissolution of the EASE can be carried. In the case of statutes amendment, the agenda has to comprise the contents of the proposals submitted to the General Assembly.

It can validly discuss only if half of the members are represented. If the quorum is not reached, the assembly is again summoned on the same agenda within the next month, according to the rules fixed above, and rules then without condition of quorum.

Decisions are taken by a majority of 2/3 of the voices.

Article 14: OPERATION RULES

Operating rules define, if needed, the detailed application rules of these statutes.

Article 15: DISSOLUTION

In case of dissolution of the EASE, the extraordinary General Assembly names one or more liquidators and takes any decision concerning the remaining devolution of the net assets, without being able to allot to the members more than their contributions. The decision is taken by a majority of 2/3 of the voices.

Article 16: CONSTITUTIVE FORMALITIES

The President of the EASE shall fill the formalities of statement and publicity prescribed by the laws and regulations in force.

PRESIDENCY**Article 17:**

The President:

- leads the activities of the EASE ;
- chairs the Board and the General Assembly ;
- represents the EASE to the court and in the different proceedings of civil life.

BOARD**Article 18: MEMBERS**

Only full members can be nominated for election to the board and the General Assembly elects an independent President. The board is composed of at least 2 representatives from each commission and no more than 2 from one country, except with the agreement

of the General Assembly. Decisions are made by a simple majority vote from those present at the General Assembly.

The board members are elected for four years.

Article 19: MISSION

The board leads the working and the activities of EASE. The board appoints the Vice Presidents, the Treasurer and the General Secretary from its membership at the first meeting after the General Assembly. At its discretion, the board can invite observers to its meetings.

Article 20: DECISIONS

The board deliberations are only valid if a minimum of 3 members are present.

Decisions are taken by a simple majority of the present members. In the event of equal votes division, the President has the casting vote.

RESOURCES

Article 21:

The resources of the EASE are made of:

- contributions of its members which can be fixed annually by the General Assembly, on a proposal of the Board,
- of all other resources permitted by the law and the regulations.