

# TNA Coach Representation Agreement

12 MONTHS / €325 / TENNIS · PADEL · FITNESS · GOLF (COMING SOON)

|                                                             |                                 |                                   |
|-------------------------------------------------------------|---------------------------------|-----------------------------------|
| COACH FULL NAME                                             |                                 | DATE OF BIRTH                     |
| SPORT (TENNIS / PADEL / FITNESS / S&C / GOLF — COMING SOON) |                                 | NATIONALITY                       |
| PHONE / WHATSAPP                                            |                                 |                                   |
| EMAIL                                                       | ADDRESS                         |                                   |
| PLAN FEE PAID ON (DATE)                                     | START DATE (DATE OF ACTIVATION) | END DATE (START DATE + 12 MONTHS) |

## 1 Purpose

This TNA Coach Representation Agreement (the "Agreement") is between TNA Sports Corp. (California, USA), doing business as TNA Recruiting, which operates TNA Sports Agency and tnasportsagency.com (the "Agency"), and the coach named above (the "Coach"). The Coach hires the Agency for active coach representation, profile promotion, applications, academy outreach, follow-ups, and job-placement support for the Term below. The Agency takes care of the job-search process on the Coach's behalf, from the profile and applications to interviews and offers. This is not a passive listing or subscription: the Coach is paying for a TNA agent to actively work on the Coach's case during the Term.

## 2 Sports Covered

This Agreement covers coaches in every sport the Agency serves: tennis, padel, fitness (including strength & conditioning), and golf. The same plan, fee and terms apply to every sport. Golf representation has not opened yet: the Agency will take payment from a golf coach only after it confirms in writing that golf representation has started, and the Term then starts on that date.

## 3 Plan, Fee and Term

### 12-MONTH PLAN

**€325** EUR

12 months of active representation by a TNA agent, weekly outreach, priority access to new openings, and full TNA platform access for the Term.

### PLACEMENT SUCCESS FEE

**10%** OF GROSS MONTHLY SALARY

Only if the Coach starts paid work in a role the Agency introduced. This includes a role listed on the TNA platform that the Coach applies to, and a role accepted up to 12 months after the Term ends. Paid monthly, for months 1 to 12 of that job only: **a maximum of 12 monthly payments** (Sections 7–8).

The plan fee is a one-time payment of €325 (euro), due upon signing and paid through the TNA checkout or by another method agreed in writing with the Agency. If the Coach has already paid for a TNA Membership covering the same period, that payment counts as the plan fee under this Agreement: nothing further is due on signing, and the Term ends on the date that membership ends. The Agency is not required to begin work until payment is received.

The "Term" is twelve (12) months, beginning on the Start Date, which is the date the Agency confirms payment and activates the plan, unless a later date is written above. If the Coach signs this Agreement to renew while a TNA membership or agreement is still active, the Start Date is the day after the current term ends, so no days are lost. This Agreement does not renew automatically unless both Parties agree in writing. The plan fee is separate from the Placement Success Fee in Section 7.

#### 4 Dedicated TNA Agent and Services

After payment is received, the Agency will assign the Coach to a TNA agent. Services during the Term include:

- Profile review and CV/resume support
- Collection of photos, videos, certifications, references, availability, salary expectations and target countries
- Preparing and submitting applications to matching roles on the Coach's behalf
- Academy, club and employer outreach
- Employer follow-ups and communication
- Website, social media and private database promotion
- Interview preparation and support
- Support with offers and offer negotiation
- Guidance on realistic opportunities
- **Priority access to new openings (12-month plan)**

The Agency may reassign the agent for staffing or operational reasons.

#### 5 Weekly Representation Work

The Agency will work on the Coach's case weekly. Weekly work may include applications, academy outreach, follow-ups, opportunity research, profile updates, employer communication, and interview support. Activity levels vary week to week depending on market demand, employer responses, seasonality, the Coach's qualifications, visa and work authorisation status, salary expectations, and responsiveness.

#### 6 TNA Platform Access

During the Term the Coach also has active TNA membership access: a hosted coach profile on the TNA website, promotion across TNA's social channels, one-click applications to roles listed by TNA, and the member content and resources described on the site at the time of purchase. Partner inclusions reflect the Agency's current agreement with each partner. A role the Coach applies to through the TNA platform counts as introduced by the Agency (Section 8). When the Term ends, the Coach's account and history stay; member-only features are locked until the Coach renews.

#### 7 Placement Success Fee — 10% of Monthly Salary

In addition to the plan fee, once the Coach accepts and begins paid work with an Introduced Opportunity (Section 8), the Coach agrees to pay the Agency a placement success fee as follows:

**10% of the Coach's gross monthly salary, paid monthly, for months 1 to 12 of that employment only — a maximum of twelve (12) monthly payments.**

The success fee applies only to salary for the first 12 months of that placement, counted from the Coach's first salary payment from that position. No further success fee is owed after the twelfth payment, after those first 12 months, or once the Coach's employment with that employer ends, whichever comes first. If the Coach's employment ends and restarts with the same employer within those first 12 months, payments resume only for the rest of that 12-month period.

"Gross monthly salary" means the fixed monthly pay stated in the Coach's employment contract before tax, excluding commission and private-lesson income, and excluding housing, flights, visa, insurance and other allowances or benefits the employer pays or provides.

Each payment is due within 7 days of the Coach receiving the corresponding salary payment, by the method agreed in writing with the Agency. The Coach agrees to share the signed employment contract or payslips so the fee can be calculated correctly. No success fee is owed for a placement where the employer pays the Agency a separate recruitment or placement fee covering the same placement. The fee is calculated in the currency in which the salary is paid.

## 8 Introduced Opportunities and Non-Circumvention

---

An Introduced Opportunity means any academy, club, employer, school, university, resort, director, owner, or organisation first introduced to the Coach by the Agency, including through a role listed on the TNA platform that the Coach applies to, an application the Agency submits, or a direct introduction. If the Coach accepts paid work with an Introduced Opportunity during the Term or within 12 months after the Term ends, the Coach must notify the Agency in writing and the Placement Success Fee in Section 7 applies. During that same period the Coach will not bypass the Agency to contract directly with, or accept a role from, an Introduced Opportunity without the Agency's involvement. Bypassing the Agency to avoid the success fee is a breach of this Agreement. No success fee is owed for a role the Coach finds independently with an employer the Agency did not introduce.

## 9 No Guarantee of Employment

---

This is active representation and best-effort placement. The Agency does not guarantee a job offer, interview, specific employer, country, city, academy, salary amount, housing, flights, visa approval, work permit approval, contract renewal, or timeline. Final hiring decisions rest with each employer.

## 10 Coach Responsibilities

---

The Coach must provide accurate and complete information, updated documents, professional photos and videos, certifications, references, visa and work authorisation details, availability, and salary expectations. The Coach must respond to the Agency and to employers professionally and on time (normally within 48 hours), attend scheduled interviews in good faith, stay available for realistic openings, and notify the Agency about any direct communication or offer from an employer introduced by the Agency. The Agency is not responsible for missed opportunities caused by delayed responses, false information, incomplete documents, missed interviews, rejected reasonable offers, or unprofessional conduct.

## 11 Promotion Permission and Personal Data

---

The Coach gives the Agency permission to use the Coach's name, photo, video, biography, resume details, rankings, certifications, experience, and professional materials for representation, website promotion, private academy databases, social media, email and WhatsApp outreach, and employer-facing presentations. The Agency agrees not to knowingly misrepresent the Coach's qualifications. The Agency handles the Coach's personal data as described in its Privacy Policy ([tnasportsagency.com/privacy](https://tnasportsagency.com/privacy)) and shares the Coach's profile with academies and employers in the course of this representation.

## 12 Confidentiality

---

Both Parties agree to keep private business information, salary details, academy contacts, internal job openings, employer communications, candidate lists, and Agency materials confidential. The Coach may not share private academy contacts, offers, or Agency materials with other agencies, recruiters, competitors, or third parties without written permission.

## 13 Independent Relationship

---

The Coach is an independent professional and is not an employee, partner, legal representative, or agent of the Agency. The Coach may accept or reject opportunities and may work with other organisations unless a separate exclusive agreement is signed.

## 14 Refunds, Cancellation and Termination

---

The plan fee is generally non-refundable because the Agency begins administrative, profile, outreach, and representation work after payment. If something has gone wrong with the purchase, the Coach may contact the Agency and the case will be reviewed individually and promptly. No refund is owed if the Coach fails to cooperate, provides false or incomplete information, misses interviews, changes availability, salary expectations, or target countries in a way that blocks realistic placement, cannot obtain required visa or work authorisation, or acts unprofessionally. Nothing in this Section limits any right the Coach has under mandatory consumer law.

**Right to cancel for consumers.** If the Coach lives in the European Union, the EEA or the United Kingdom, or in another country whose consumer law gives a cancellation period, the Coach may cancel this Agreement within 14 days after the day of signing it, without giving a reason, by emailing [tnasportsagency@gmail.com](mailto:tnasportsagency@gmail.com). If the Coach cancels in time, the Agency refunds the plan fee within 14 days, using the payment method the Coach used. If the Coach asked the Agency to start work during those 14 days and then cancels, the Agency may keep an amount in proportion to the services provided before the Coach cancelled.

Either Party may terminate this Agreement with written notice; email to [tnasportsagency@gmail.com](mailto:tnasportsagency@gmail.com) is sufficient for the Coach. If the Agency ends this Agreement for any reason other than those listed in the next sentence, it will refund the part of the plan fee that covers the unused whole months of the Term. The Agency may terminate immediately, with no refund, if the Coach provides false information, damages the Agency's reputation, attempts to bypass the Agency, or violates confidentiality. Fees already due — including any Placement Success Fee for a role already accepted — survive termination, and Sections 7 and 8 continue to apply to Introduced Opportunities after this Agreement ends.

## 15 Third-Party Employers and Liability

---

Employers are independent third parties. The Agency is not responsible for employer decisions, payments, contracts, working conditions, housing, visa processes, promises, or behaviour. The Coach is responsible for reviewing all employment contracts, visa requirements, taxes, housing, and job conditions before accepting any position, and for obtaining their own work permits, visas, and licences. The Agency will provide the services with reasonable care and skill. To the maximum extent allowed by law, the Agency's total liability under this Agreement shall not exceed the fees paid by the Coach to the Agency under this Agreement. Nothing in this Agreement limits any liability that cannot be limited by law.

## 16 Governing Law, Entire Agreement and Effective Date

---

This Agreement is governed by the laws of the State of California, USA, unless another jurisdiction is required by law. The Parties agree to first attempt to resolve disputes through good-faith communication. Any dispute not resolved within 30 days may be brought in the state or federal courts located in California, unless the law of the country where the Coach lives as a consumer gives the Coach the right to bring it there. This Agreement is the entire understanding between the Parties regarding coach representation services and platform access for the Term. Any changes must be made in writing and approved by both Parties. If any clause is unenforceable, the remainder stays in effect.

This Agreement takes effect when the Coach signs it, including by electronic acceptance in the TNA portal, and the Agency accepts it by confirming payment and activating the plan. A signature in the Agency Representative box is not needed for this Agreement to be binding. The services start on the Start Date.

**Earlier TNA agreements.** A Coach who signed earlier TNA Membership Terms or a Coach Representation Agreement keeps those terms for the period already paid for under them; this Agreement applies only from the date the Coach signs it. If the Coach signs this Agreement for a period already covered by an earlier agreement (Section 3), this Agreement replaces the earlier one from that date. Any fee already owed under an earlier agreement is still owed.

Sections 7, 8, 11, 12, 15 and 16 continue after this Agreement ends.

## KEY TERMS AT A GLANCE

|                  |                                                                                                                                                                                                                                                                                                                                  |              |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| PLAN             | <b>12 months • €325</b> , one-time, due on signing (a TNA Membership already paid for the same period counts). No automatic renewal.                                                                                                                                                                                             | Section 3    |
| SPORTS           | Tennis, padel, fitness (including strength & conditioning). Golf coming soon: no payment is taken from a golf coach until golf representation opens. Same price for every sport.                                                                                                                                                 | Section 2    |
| WHAT TNA DOES    | A dedicated TNA agent manages profile, applications, outreach, follow-ups, interviews and offers, with priority access to new openings; plus TNA platform access.                                                                                                                                                                | Sections 4–6 |
| SUCCESS FEE      | <b>10% of gross monthly salary</b> , paid monthly, for months 1 to 12 of the job only (12 payments at most), for any role TNA introduced, including roles listed on the TNA platform that the Coach applies to and roles accepted up to 12 months after the Term ends. Nothing is owed for a role the Coach finds independently. | Sections 7–8 |
| GUARANTEE        | None. Best-effort placement; no job, salary, country or visa is guaranteed.                                                                                                                                                                                                                                                      | Section 9    |
| CANCEL / REFUNDS | End any time by email. The plan fee is generally non-refundable; problems are reviewed individually. Consumers in the EU, EEA or UK can cancel within 14 days. If TNA ends the Agreement without cause, unused whole months are refunded.                                                                                        | Section 14   |
| LAW              | State of California, USA.                                                                                                                                                                                                                                                                                                        | Section 16   |

*This summary is for convenience only. If it differs from the Sections above, the Sections apply.*

**By signing below, the Coach confirms that they are at least 18 years old and have read, understood, and agreed to this Agreement, including the 12-month plan and fee in Section 3 and the 10% Placement Success Fee in Sections 7 and 8.**

### AGENCY REPRESENTATIVE

NAME

TITLE

SIGNATURE

DATE

### COACH

NAME

PLAN: 12 MONTHS – €325 EUR

SIGNATURE

DATE

*This document is provided by TNA Sports Agency for the Coach's review and is intended to be reviewed by a qualified legal professional before signing. Electronic acceptance in the TNA portal constitutes a binding signature.*