

Coach Agent Representation Agreement

JOB PLACEMENT GUARANTEE / 6 OR 12 MONTH REPRESENTATION

COACH FULL NAME	DATE
SPORT (TENNIS / PADEL / PICKLEBALL / FOOTBALL / OTHER)	NATIONALITY
PHONE / WHATSAPP	
EMAIL	ADDRESS
START DATE	END DATE

1 Purpose

The Coach hires TNA Sports Agency (the "Agency") for active coach representation, profile promotion, academy outreach, follow-ups, and job-placement support for the Term selected below. This is not a membership, subscription, or passive access plan. The Coach is paying for a TNA agent to actively work on the Coach's case during the Term.

2 Representation Plan and Fee

The Coach selects one of the following representation plans. The fee is a one-time payment, due upon signing. The Agency is not required to begin work until payment is received.

☐ OPTION A · STANDARD	☐ OPTION B · EXTENDED
\$200 USD	\$300 USD
6 months of active representation, weekly outreach, and the Job Placement Guarantee in Section 5.	12 months of active representation, weekly outreach, priority access to new openings, and the Job Placement Guarantee in Section 5.

The "Term" means the period of the plan selected above, beginning on the Start Date. This Agreement does not renew automatically unless both Parties agree in writing. The representation fee is separate from the Placement Success Fee in Section 6.

3 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; CV/resume support; collection of photos, videos, certifications, references, availability, salary expectations and target countries; academy and club outreach; employer follow-ups; website and private database promotion; submission of the Coach to employers; interview preparation and support; and guidance on realistic opportunities. The Agency may reassign the agent for staffing or operational reasons.

4 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.

5 Job Placement Guarantee

Effective from the Start Date, the Agency guarantees that it will secure at least one qualifying paid coaching job offer for the Coach during the Term, subject to the Coach meeting all responsibilities in this Agreement. A qualifying job offer means a written offer, confirmed employer acceptance, or employer-approved start agreement for a paid coaching position introduced by the Agency and reasonably aligned with the Coach's sport, experience, availability, legal work and visa eligibility, target countries, and salary expectations discussed with the Agency.

This guarantee requires the Coach to provide accurate documents, respond within 48 hours, attend interviews, remain professional, stay available for realistic openings, and not reject a reasonable qualifying offer without a valid reason. The Agency does not guarantee a specific country, city, academy, salary amount, housing, flights, visa approval, work permit approval, contract renewal, employer satisfaction, or any timeline outside the Term unless agreed separately in writing.

Remedy. If the Agency does not secure a qualifying job offer during the Term while the Coach fully cooperates and meets the stated requirements, the Agency will either continue representation for up to 90 additional days at no extra charge, or refund the representation fee paid, at the Agency's choice. This is the Coach's sole remedy under the Job Placement Guarantee.

6 Placement Success Fee — 5% of Monthly Salary

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

5% of the Coach's gross monthly salary, paid monthly, for a maximum of twelve (12) monthly payments.

The success fee begins with the Coach's first salary payment from that position and continues for each following month of employment, up to a maximum of 12 monthly payments in total. No further success fee is owed after the twelfth payment has been made, or once the Coach's employment with that employer ends, whichever comes first. If the Coach's employment ends and later restarts with the same employer within the 12-month period, the remaining payments resume until 12 payments in total have been made.

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. Where salary is paid in a currency other than USD, the fee is calculated in the salary currency.

7 Introduced Opportunities

An Introduced Opportunity means any academy, club, employer, school, university, resort, director, owner, or organisation first introduced to the Coach by the Agency. If the Coach accepts paid work with an Introduced Opportunity during this Agreement or within 12 months after it ends, the Coach must notify the Agency in writing, and the Placement Success Fee in Section 6 applies. Bypassing the Agency to avoid the success fee is a breach of this Agreement.

8 Coach Responsibilities

The Coach must provide accurate information, updated documents, professional photos and videos, certifications, references, visa and work authorisation details, availability, and salary expectations. The Coach must respond professionally and on time, attend scheduled interviews, 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.

9 Promotion Permission

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.

10 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.

11 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.

12 Refunds and Termination

The representation fee is generally non-refundable because the Agency begins administrative, profile, outreach, and representation work after payment. The only exception is the limited remedy described in Section 5. No refund is owed if the Coach fails to cooperate, provides false or incomplete information, misses interviews, rejects a reasonable qualifying offer, changes availability, salary expectations, or target countries in a way that blocks realistic placement, cannot obtain required visa or work authorisation, or acts unprofessionally. Either Party may terminate with written notice. The Agency may terminate immediately if the Coach provides false information, damages the Agency's reputation, attempts to bypass the Agency, or violates confidentiality. Termination does not cancel any Placement Success Fee already owed under Section 6.

13 Third-Party Employers and Liability

Employers are independent third parties. Except for the limited Job Placement Guarantee in Section 5, 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. To the maximum extent allowed by law, the Agency's total liability shall not exceed the representation fee paid by the Coach under this Agreement.

14 Governing Law and Entire Agreement

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. This Agreement is the entire understanding between the Parties regarding coach representation services. Any changes must be made in writing and approved by both Parties.

By signing below, the Coach confirms that they have read, understood, and agreed to this Agreement, including the selected representation plan in Section 2 and the Placement Success Fee in Section 6.

AGENCY REPRESENTATIVE

NAME

TITLE

SIGNATURE

DATE

COACH

NAME

PLAN SELECTED (A — \$200 / 6 MO. OR B — \$300 / 12 MO.)

SIGNATURE

DATE
