| **DARBO SUTARTIS** |  | **EMPLOYMENT AGREEMENT** |
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| 2019 m. vasario 25 d., Nr. \_\_\_\_\_\_\_ |  | 25th of February, 2019, No. \_\_\_\_\_\_\_\_ |
| Vilnius |  | Vilnius |
|  |  |  |
| Darbdavys \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,  (darbdavio pavadinimas, kodas, registruotos buveinės adresas, telefono numeris ir elektroninio pašto adresas; jeigu darbdavys fizinis asmuo – vardas ir pavardė, asmens kodas (jeigu jo nėra – gimimo data), nuolatinės gyvenamosios vietos adresas, telefono numeris ir elektroninio pašto adresas; jei sudaroma darbo keliems darbdaviams sutartis, nurodoma pirmojo ir kitų darbdavių pavadinimai, kodai, registruotos buveinės adresai, telefono numeriai ir elektroninio  pašto adresai) |  | Employer \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,  (Employer title, code, registered address, telephone number, email address; if Employer is a Natural body, then name and surname, personal identification code (if unavailable, date of birth), permanent residence address, telephone number and email address; if Employment Agreement is concluded with several Employers, titles, codes, registered addresses, telephone numbers and email addresses of the first and the following Employers shall be indicated) |
| atstovaujamas \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,  (darbdaviui atstovaujančio asmens vardas ir pavardė, pareigos, atstovavimo pagrindas) |  | represented by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,  (name and surname, position and representation grounds of a person representing the Employer) |
| ir Darbuotojas \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,  (vardas ir pavardė; paso ar asmens tapatybės kortelės duomenys (jei nėra šių dokumentų – duomenys iš kitų asmens tapatybę patvirtinančių dokumentų) – asmens kodas, jeigu jo nėra – gimimo data; gyvenamoji vieta; telefono numeris ir elektroninio pašto adresas) |  | and Employee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,  (name and surname, Passport or ID card information (if unavailable, information from other identity documents): personal identification number (if unavailable, date of birth), place of residence, telephone number and email address) |
| sudarė šią darbo sutartį: |  | have concluded the following Employment Agreement: |
| 1. Darbuotojas priimamas dirbti šiomis būtinosiomis darbo sutarties sąlygomis: |  | 1. Employee is being employed under the following obligatory terms of Employment Agreement: |
| 1.1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  (darbovietė) |  | 1.1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  (workplace) |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  (darbdavio veiklą vykdantis struktūrinis organizacinis darinys (filialas, atstovybė ar kitas struktūrinis, gamybinis, prekybinis ar kitos veiklos padalinys, jo adresas) |  | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  (organizational structure performing the Employer’s activities (branch, representation or other organizational, production, commercial division or division performing other activities, its address) |
| 1.2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  (darbo funkcijos apibūdinimas ar aprašymas arba darbo (pareigybės arba pareigų, profesijos specialybės) pavadinimas ir, jeigu nustatyta – jos hierarchinis ir (arba) kvalifikacijos ar sudėtingumo lygis (laipsnis) |  | 1.2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  (precise description of work function or title (profession, speciality, position title, qualification); also indicate where applicable, hierarchical and / or expertise or level of difficulty (degree) |
| 1.3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  (darbo užmokestis (mėnesio alga arba valandinis atlygis) ir jo sudedamosios dalys, priedai, priemokos, premijos ar kitoks papildomas apmokėjimas; mokėjimo tvarka ir terminai) |  | 1.3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  (remuneration (monthly wage or hourly rate) and remuneration components, bonuses, additional pay, etc; state the frequency and the specific dates of payment) |
| 2. Sudaroma \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ darbo sutartis  (nurodoma darbo sutarties rūšis – neterminuota darbo sutartis, terminuota darbo sutartis, laikinojo darbo sutartis, pameistrystės darbo sutartis, projektinio darbo sutartis, darbo vietos dalijimosi darbo sutartis; darbo keliems darbdaviams sutartis, sezoninio darbo sutartis – įrašyti reikiamus žodžius; jei sudaroma darbo vietos dalijimosi darbo sutartis, nurodoma kito darbuotojo vardas ir pavardė, paso ar asmens tapatybės kortelės duomenys (jei nėra šių dokumentų – duomenys iš kitų asmens tapatybę patvirtinančių dokumentų) – asmens kodas, jeigu jo nėra – gimimo data, gyvenamoji vieta, telefono numeris ir elektroninio pašto adresas) |  | 2. Type of the present Employment Agreement: \_\_\_\_\_\_  (specify the type of the employment agreement – permanent employment agreement, fixed-term employment agreement, temporary work employment agreement, apprenticeship employment agreement, employment agreement for project work, workplace-sharing employment agreement; employment agreement with several employers, seasonal work employment agreement – insert necessary words; if workplace-sharing employment agreement is concluded, forename, surname, Passport or ID card information (if unavailable, information from other identity documents), such as personal identification number (if unavailable, date of birth), place of residence, telephone number and email address of another employer shall be indicated. |
| 3. Nustatomas darbo sutarties terminas \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (jei taikoma, nustatomas darbo sutarties terminas, nurodant kalendorinę datą, terminą, užduotį, kuri turi būti įvykdyta, arba tam tikrų aplinkybių atsiradimą, pasikeitimą ar pasibaigimą) |  | 3. If fixed-term Agreement is concluded, term of the Employment Agreement shall be indicated here \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (if applicable, term of the Employment Agreement shall be indicated with the exact date of expiry and exact tasks that shall be completed before the expiry date or the occurrence, change or termination of certain circumstances) |
| 4. Nustatoma darbo laiko norma \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (nustatomas darbo valandų skaičius per dieną ar savaitę; jei sudaroma darbo keliems darbdaviams sutartis, gali būti nurodoma kiekvienam darbdaviui tenkanti darbo laiko normos dalis; jei sudaroma darbo vietos dalijimosi darbo sutartis, nurodoma kiekvienam darbuotojui tenkanti darbo laiko norma (valandų skaičius per dieną ar savaitę). Jei sutrumpinta darbo laiko norma nenumatyta darbo teisės normose arba šalys nesusitaria dėl ne viso darbo laiko, laikoma, kad susitarta dėl 40 valandų per savaitę darbo laiko normos) |  | 4. Working hours: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (The duration of the working day or week; if employment agreement with several employers is concluded, working hours share of each employer may be stated; if job-sharing employment agreement is concluded, working hours of each employee shall be stated (working hours per day or week). If Employment Law provisions do not provide for short-time working hours or Parties do not agree on short-time working hours, 40-hours work week shall be deemed to have been agreed to) |
| 5. Nustatomos papildomos darbo sutarties sąlygos:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (nurodomos kitos papildomos darbo sutarties sąlygos – susitarimas dėl papildomo darbo, susitarimas dėl išbandymo termino, jei taikomas išbandymas, susitarimas dėl mokymo išlaidų atlyginimo, susitarimas dėl nekonkuravimo, susitarimas dėl konfidencialios informacijos apsaugos ar kiti susitarimai, dėl kurių šalys gali sulygti pagal Lietuvos Respublikos darbo kodeksą ir kitus darbo santykius reglamentuojančius teisės aktus. Tokie susitarimai gali būti įforminami kaip priedai prie darbo sutarties) |  | 5. Additional terms of the Employment Agreement: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (additional terms of the Employment Agreement: additional work agreement, trial period agreement (if trial period is practiced), training reimbursement agreement, non-compete agreement, protection of confidential information agreement and other agreements for which Parties may agree pursuant to Labour Code of the Republic of Lithuania and other legislation governing labour relationships. Such agreements may be registered officially as Annexes to Employment Agreement) |
| 6. Kiti darbuotojo ir darbdavio tarpusavio įsipareigojimai \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (papildomos garantijos, kompensacijos ir kiti darbdavio ir darbuotojo įsipareigojimai, kurie neprivalomi pagal darbo santykius reglamentuojančius teisės aktus, bet jiems neprieštarauja. Tokie susitarimai gali būti įforminami kaip priedai prie darbo sutarties) |  | 6. Other obligations of the Employer and Employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (additional guarantees, compensations and other Employer and Employee obligations that are not required by but do not contradict legislation governing labour relationships. Such agreements may be registered officially as Annexes to Employment Agreement) |
| 7. Darbo sutartis įsigalioja ir darbuotojas pradeda dirbti \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (nurodoma darbuotojo darbo pradžia) |  | 7. The Employment Agreement shall enter into effect and the Employee shall commence work on  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (work commencement date shall be indicated) |
| 8. Kasmetinių atostogų suteikimo trukmė, suteikimo tvarka ir apmokėjimo sąlygos nustatomos pagal Lietuvos Respublikos darbo kodekso 126–130 straipsnių nuostatas. |  | 8. The procedure for granting annual holidays, their duration and the conditions of remuneration shall be governed by Articles 126-130 of the Labour Code of the Republic of Lithuania. |
| 9. Darbuotojas draudžiamas valstybiniu socialiniu draudimu. Valstybinio socialinio draudimo išmokas ir paslaugas nustato atitinkamas valstybinio socialinio draudimo rūšis reglamentuojantys teisės aktai. |  | 9. The Employee shall be insured with the State Social Insurance. State Social Insurance payments (benefits) and services are determined by legislation governing specific types of State Social Insurance. |
| 10. Įspėjimo terminas, kai darbo sutartis nutraukiama darbdavio ar darbuotojo iniciatyva arba kitais atvejais, nustatomas pagal Lietuvos Respublikos darbo kodekso 55–57, 59, 61 ir 62 straipsnių nuostatas. |  | 10. The Notice period for an Employment Agreement termination on the initiative of an Employee or an Employer or in other cases shall be determined by Articles 55–57, 59, 61 and 62 of the Labour Code of the Republic of Lithuania. |
| 11. Ši darbo sutartis gali būti pakeista ar papildyta raštišku šalių susitarimu, išskyrus Lietuvos Respublikos darbo kodekse numatytus atvejus. |  | 11. This Employment Agreement may be amended or supplemented by written agreement of the Parties with the exceptions provided in the Labour Code of the Republic of Lithuania. |
| 12. Ši darbo sutartis gali būti nutraukta Lietuvos Respublikos darbo kodekso nustatytais pagrindais. |  | 12. This Employment Agreement may be terminated based on grounds specified in the Labour Code of the Republic of Lithuania. |
| 13. Ginčai dėl šios darbo sutarties nagrinėjami Lietuvos Respublikos darbo kodekso nustatyta tvarka. |  | 13. Disputes from this Employment Agreement shall be settled under the procedure provided for in the Labour Code of the Republic of Lithuania. |
| 14. Ši darbo sutartis sudaroma dviem egzemplioriais: vienas pateikiamas darbdaviui, kitas – darbuotojui. |  | 14. The Employment Agreement is made in two original counterparts, one shall be given to the Employer, and another shall be given to the Employee. |
| 15. Darbo sutartis sudaryta lietuvių ir anglų kalbomis. Abu tekstai laikomi originalūs ir turi vienodą teisinę galią. Jeigu yra neatitikimų tarp lietuviško ir angliško šio sprendimo teksto, pirmenybę turi tekstas lietuvių kalba. |  | 15. The Employment Agreement is concluded in the Lithuanian and English languages. Both texts shall be deemed an original and have equal legal effect. In case of discrepancy between the Lithuanian and English texts of this decision, the Lithuanian text shall prevail. |
| 16. Sutarties šalių parašai: |  | 16. Signatures of the Parties: |

Darbdavys – fizinis asmuo arba darbdavio atstovas / Employer – natural person or Employer’s representative:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(vardas, pavardė, parašas / name, surname, signature)

Darbuotojas / Employee:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(vardas, pavardė, parašas / name, surname, signature)

| Darbo sutartis pasibaigė \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. |  | The Employment Agreement has expired \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. |
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| Pagrindas \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (nurodoma darbuotojo pareiškimo data, susitarimo dėl darbo sutarties nutraukimo šalių susitarimu data, darbdavio sprendimo nutraukti sutartį ar konstatuoti darbo sutarties pasibaigimą data ir (jei taikoma) numeris) |  | Ground \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.  (date of the Employee’s Notice, date of agreement between the parties to terminate the agreement, date (and number, if applicable) of the Employer’s decision to terminate the agreement or to state its expiry) |