

**Imperialhc**

**Imperial Hospitality Consulting  
Employment Contract**



Imperial Hospitality Consulting  
Website: [imperialhospitalityconsulting.com](http://imperialhospitalityconsulting.com)  
Phone: 587-777-3836

Suite 106 4836 50St  
Red Deer Alberta  
T4N 1X4

## **EMPLOYMENT CONTRACT**

This agreement is made between:

### **IMPERIAL HOSPITALITY CONSULTING**

represented by **SONIA ABASSAH-OPPONG** (the employer)

and

### **THERESA ADDIE FRIMPONG**

(The temporary foreign worker)

The position of a **Travel Clerk Supervisor, April 1, 2024**. The commencing date might be changed if required to wait for the approval for LMIA and work permit application.

## **THE PARTIES AGREE AS FOLLOWS**

### **1. Duration of Contract**

1.1. This contract shall have a duration of 3 years from the date the temporary foreign worker assumes his functions.

1.2. Both parties agree that this contract is conditional upon the issuance of a valid work permit to the temporary foreign worker by Immigration, Refugees and Citizenship Canada (IRCC) pursuant to the Immigration

and Refugee Protection Regulations (IRPR), and his successful entry to Canada.

## **2. Job Description**

2.1. The temporary foreign worker agrees to carry out the following tasks:

Perform same duties as workers supervised; Assist clients/guests with special needs; Co-ordinate, assign and review work; Ensure smooth operation of computer systems, equipment and machinery, and arrange for maintenance and repair work; Establish work schedules and procedures and co-ordinate activities with other work units or departments; Hire and train staff in job duties, safety procedures and company policies; Requisition materials and supplies; Resolve work-related problems and prepare and submit progress and other reports.

## **3. Work Schedules**

You will work: 6 hours per day a minimum of 30 hours per week.

You are entitled to 30 minutes per day of break time and 15 days of paid vacation, 0 days of sick leave per year.

## **4. Wages and Deductions**

4.1. We agree to pay you a wage of \$28.85 per hour.

4.2. Overtime payment per hour is \$43.27, which will start after 44 hours of work per week.

4.3. You agree to pay all taxes and submit all deductions payable as prescribed by law (including, but not limited to, Employment Insurance,

Canadian income tax, and Canada Pension Plan or Quebec Pension Plan premiums).

4.3. We shall not recoup from you, through payroll deductions or any other means, any costs incurred in recruiting or retaining you. This includes, but is not limited to, any amount payable to a third-party representative/recruiter.

## **5. Annual performance review**

We will review your performance annually.

## **6. Cancellation of this agreement**

This agreement can be canceled only as follows:


- By the employer, in the event of the employee's death or "with cause:" Under these circumstances, no compensation will be paid to the employee after the agreement is canceled.
- By the employer "without cause:" The employer will give 2 weeks written notice to the employee and pay salary and benefits in respect of the notice period as agreed or negotiated.
- By the employee: The employee will give 2 weeks' notice. The employer will pay salary and benefits in respect of the notice period as agreed or negotiated.

**In witness whereof** the parties state that they have read and accepted all the terms and conditions stipulated in the present contract.



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**EMPLOYER**

Employer's Name : Sonia Abassah-Oppong  
Employer's signature :   
Signed at (location) : Calgary, AB

**TEMPORARY FOREIGN WORKER**

Signed at (location) :

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TFW's Name :

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TFW's signature :

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