**Role-Playing Exercise 1:**

**Club Terminates Contract Without Just Cause**

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**Scenario**

Club **FC ALFA**, a top-division Greek team, **unilaterally terminates** the contract of **Robby Houben** a 27-year-old belgian attacking midfielder, despite having **two years remaining** on his contract. The club claims "sporting reasons," arguing that the coach no longer counts on him.

The player Robby Houben challenges the club **FC ALFA** before the FIFA DRC claiming compensation from the Club.

**Key Facts:**

* **Contract Details:**
  + Duration: 4-year contract (2 years remaining).
  + Salary: **€3 million per year** (total remaining salary = **€6 million**).
  + Bonuses: The player was entitled to **€500,000 per season** if the club finished in the top 3 (which they likely will).
* **Reason for Termination:**
  + The club signed a **high-profile midfielder** and wants to cut costs.
  + The player was asked to **train separately** for weeks before termination.
* **Post-Termination:**
  + The player is struggling to find a club at the same salary level.
  + He eventually signs for **SC Titania**, a mid-table club, earning **€1.5 million per year**.
  + The player claims that the club **damaged his reputation**, making it harder to get a high-level contract.

**Roles:**

1. **Player**:
   * Demands full remaining salary (€6M) and lost bonuses (€1M total).
   * Argues for **moral damages** (€2M) due to the club’s behavior (isolation, bad reputation).
   * Claims the club must pay the difference between his old and new salary (€3M total loss).
2. **Club**:
   * Argues that damages should be minimized.
   * Claims the player **mitigated his loss** by signing a new contract.
   * Challenges the moral damages request.
3. **FIFA Dispute Resolution Chamber (DRC)**:
   * Decides on the correct amount of compensation.
   * Evaluates **mitigation, bonuses, and possible aggravating factors**.

**Discussion Points:**

* Should compensation be **limited to lost salary**, or should it include bonuses?
* Can **moral damages** be awarded due to reputational harm?
* How does the **player’s new contract** affect the compensation amount?
* Should the club have negotiated a **mutual termination agreement** instead?

**Objective:**

* The parties should defende their case under the former Art. 17 RSTP (ante -Diarra) but also under the current provision (post Diarra) based on the principle of positive interest’
* The FIFA DRC panel must decide on the final **compensation amount**.

**Role-Playing Exercise 2:**

**Player Terminates Contract Without Just Cause**

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**Scenario**

Club **FC Wolfs -Avellino**, a mid-table team in Italy, is shocked when their **star striker, Michele Colucci (23 years old),unilaterally terminates** his contract with **one year remaining** to sign with **Elite FC**, a top-tier club in England.

**Key Facts:**

* **Contract Details:**
  + Salary: **€2 million per year** (1 year remaining).
  + Bonus: **€500,000** if he scores 15+ goals (he is on track for it).
  + Buy out clause: €25 million (not triggered).
* **Reason for Termination:**
  + The player was unhappy with the club’s **lack of ambition**.
  + His agent advised him to leave and **accept an offer from Elite FC**.
* **Post-Termination:**
  + The player signs with **Elite FC for €4 million per year**, doubling his salary.
  + FC Wolfs demands **compensation**, arguing that they lost a valuable player.
  + Elite FC is also accused of **inducing the breach of contract**.

**Roles:**

1. **FC Wolfs**:
   * Demands full remaining salary (€2M) + bonus (€500K).
   * Argues that **market value (€25M)** should be considered in compensation.
   * Claims Elite FC should be **jointly liable** for compensation.
2. **Player**:
   * Defends his decision to leave.
   * Argues that compensation should be limited to **remaining salary** (€2M max).
   * Challenges the inclusion of market value.
3. **Elite FC**:
   * Claims they **did not induce** the player to break his contract.
   * Argues they **should not be held jointly liable** for compensation.
4. **DRC PANEL**:
   * Reviews FIFA’s Article 17 principles.
   * Decides how much **compensation** should be awarded and if Elite FC is jointly responsible.

**Discussion Points:**

* Should compensation be **only remaining salary** or include the player’s market value?
* Does the fact that he **doubled his salary** affect the compensation?
* Should the **new club** be financially responsible?
* What FIFA precedents (e.g., Matuzalém, Webster) apply here?

**Objective:**

* The parties should defeend their case under the former Art. 17 RSTP (ante -Diarra) and the current one (post Diarra) based on the principle of positive interest’
* The FIFA DRC panel must decide on the final **compensation amount**.