

Employment contract for IT employees (indefinite employment)

Company name and address

CVR number (The Central Business Register)

Name and address of the Employee.

Location of the workplace

Job title and job description

Employment start date

Working hours

Weekly work hours amount to __hours inclusive of __hours of break.

Daily work hours are placed on the following days:___ within the period __,

The employee is free to place work hours within the period_, however working hours are fixed within the period ____

Overtime

For the first 3 hours of overtime compensation to the amount of the hourly rate+ 50% supplement is provided. For the following hours of overtime, and on work-free days, Sundays, and public holidays, compensation is provided to the amount of the hourly rate + 100 % supplement.

Salary

The salary amounts to __DKK per month and shall be at disposal on the last banking day of the month.

Salary negotiations take place once a year in the month of ____

The date of a possible adjustment as a result of salary negotiations is set for

_____ Salary adjustments take place to an extent equivalent to PROSAs salary statistics as a minimum.

Additional salary elements and supplements:

Pension

Bonus

Shift allowance, Availability allowance

Mileage allowance

Board and lodging

Education

Social insurance schemes

Holiday

You are entitled to 5 weeks of paid vacation per holiday year in accordance with the Holiday Act.

Additionally, you receive a holiday allowance equivalent to 2% of your holiday eligible salary and is paid together with the salary for May.

Additional vacation days

The employee has the right to 5 additional vacation days per year. Ask your employer about the principles in the company for earning and organizing these days.

Time off with pay

Child illness

You are entitled to paid leave on a child's first and second day of sickness.

Maternity and parental leave

Salary is paid during 4 weeks of pregnancy leave, 2 weeks of paternity leave, 14 weeks of maternity leave, and 10 weeks of parental leave. It is a prerequisite for the salary payment that the company will receive per diem reimbursement.

Other paid leave

Company-paid holidays are 1 May, 5 June, 24 December, and 31 December.

The employee is entitled to 5 senior days per year.

The employee is entitled to 5 care days per year.

Secondary employment

The employee is entitled to take on secondary employment, provided that the employee can still work according to a predetermined schedule, unless there are valid and objective reasons such as considerations for health and safety, protection of trade secrets, conflicts of interest, etc.

Notice of termination of employment

In respect of termination notices, reference is made to the Danish Salaried Employees Act.

During the first 3 months of the employment period there is a probationary period, which the employee can terminate the contract without notice, while the employer's notice period for termination is 14 days. After the probationary period, the employee's notice period for termination is 1 month. The employer's notice period for termination is as follows:

- Up to 6 months of employment - 1 month's notice period
- From 6 months to 3 years of employment - 3 months' notice period
- From 3 years to 6 years of employment - 4 months' notice period
- From 6 years to 9 years of employment - 5 months' notice period
- Over 9 years of employment - 6 months' notice period

Termination must be in writing.

Other conditions that are essential for the employment

Here must every other issue that is essential to the employment be described, e.g., if you have a company car, company mobile phone, ADSL or magazine or other subscriptions

Legislations, collective agreements

In addition to the Danish Salaried Employees Act and the Danish Holiday Act, the employment is governed by the following laws and collective agreements, employee handbook and/or other agreements:

City _____ Date _____ Year _____

Employee's signature

Company's signature

