

**On signing:**

One original to the club and one to the player.  
The club must submit a scanned copy of the original to the League Association (Divisionsforeningen) for approval via [kontrakt@df.dbu.dk](mailto:kontrakt@df.dbu.dk)

**On approval by the League Association:**

The contract will be returned to the below email addresses to the club and the player, and the League Association will keep one copy for its files.

## Player contract

between

\_\_\_\_\_ (Full name in accordance with the Articles)  
\_\_\_\_\_ (CVR-No.)  
\_\_\_\_\_ (Address)  
\_\_\_\_\_ (Postcode/town)  
\_\_\_\_\_ (Email)

(hereinafter called the Club)

and

\_\_\_\_\_ (Full name)  
\_\_\_\_\_ (CPR-No.)  
\_\_\_\_\_ (Address)  
\_\_\_\_\_ (Postcode/town)  
\_\_\_\_\_ (Email, see p. 14, if the player is under 18 years of age)

(hereinafter called the Player)

for the period

\_\_\_\_\_ til \_\_\_\_\_ (maximum of 3 years for minors and 5 years for other players)  
(ending on 30 June or 31 December)

The Player is a citizen of

\_\_\_\_\_

The Contract follows the main agreement and collective agreement between the League Association Employer Association and the Players Association (Spillerforeningen) (hereinafter jointly called the Collective Agreement)

**The Player was most recently licensed to play:**

for the club \_\_\_\_\_ as

Amateur

Contract player



EN DEL AF  
NOGET STØRRE



# Part 1

## Hours of work – training, training camps and matches

Please tick the relevant box below to indicate the type of employment, and fill in the blanks, if relevant.

### Football is a sideline for the Player

This Contract does not impose any restrictions on the Player's right to take on other employment provided that the Player can fulfil the present Contract. Please also note the provision contained in Part 4, Section 6.4. The Club and the Player will pay Danish Labour Market Supplementary Pension contributions (ATP) – and associated contributions – proportionate to employment in excess of 39 hours, but less than 78 hours a month. The Player must participate in training and matches to the extent required by the Club, always provided that training on weekdays must be scheduled after 4 pm. The Player is

entitled to 2 days off every week. The Club is not entitled to schedule any kind of activity on days off. Unless otherwise agreed, the Player will be entitled to compensation for loss of earnings for participation in matches preventing the Player from fully attending to the Player's main employment during normal working hours. The Player must take part in any training camp organised by the Club for one week (7 consecutive days) per calendar year without being entitled to compensation for loss of earnings, provided that the Player is notified by the Club at least 5 weeks in advance of the training camp.

### Football is the Player's part-time job

This Contract means that the Player will only be entitled to take on other employment on weekdays between the hours of \_\_\_\_\_ and \_\_\_\_\_ (at least 5 hours between 8 am and 7 pm). The Player is entitled to one day off every week. The Club is not entitled to schedule any kind of activity on days off. The Club and the Player will pay Danish Labour Market Supplementary Pension contributions (ATP) – and associated contributions – proportionate to the actual working hours which the Player is expected to have under this Contract. The parties agree that such contributions will be payable in proportion to the following monthly working hours:

- less than 117 hours, but at least 78 hours.
- at least 117 hours.

Unless otherwise agreed, the Player will be entitled to compensation for loss of earnings for participation in matches preventing the Player from fully attending to the Player's main employment during normal working hours. The Player must take part in any training camp organised by the Club for one week (7 consecutive days) per calendar year without being entitled to compensation for loss of earnings, provided that the Player is notified by the Club at least 5 weeks in advance of the training camp.

### Football is the Player's full-time job

This Contract means that the Player is not entitled to take on other employment without the prior approval of the Club. Any education being followed by the Player must be adjusted to suit the Player's job as a professional football player. The Club and the Player will pay Danish Labour Market Supplementary Pension contributions (ATP) – and associated contributions – in accordance with the rules for fulltime employees.

The Player must take part in training, training camps and matches in accordance with the Club's directions. Training will normally be scheduled at the times laid down by the Club for the squad and player category to which the Player belongs.



## **□ The Player is employed as a Trainee**

(This type of employment may only be used by clubs which have a stated policy and objective for the club's work with trainees, have appointed an education officer to be responsible for the education of trainees and make study facilities available, including internet access, to the player before and after training.)

This type of employment means that the Player is not entitled to take on other employment without the prior approval of the Club.

This Contract does not impose any restrictions on the Player's right to complete statutory basic school and a youth education approved by the Ministry of Education. The Club and the Player will pay Danish Labour Market Supplementary Pension contributions (ATP) – and associated contributions – proportionate to employment in excess of 39 hours, but less than 78 hours a month.

The Player's education officer at the Club:

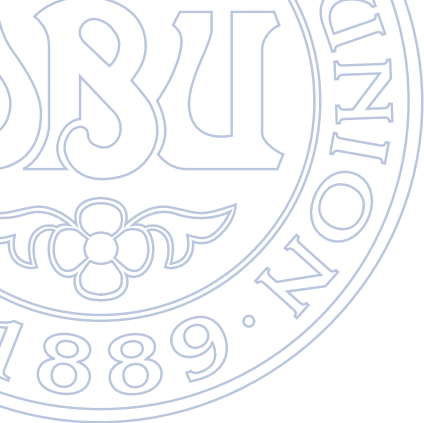
\_\_\_\_\_.

Facilities have been made available to the Player before and after training in the form of a supervised homework club, including internet access, at the following address:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_.

If the Player is employed on a trainee contract and ceases to follow an education programme as mentioned above or if the Club no longer fulfils the above requirements, a new contract for one of the other types of employment must be concluded within 4 months. If the parties cannot agree on a new contract, the terms and conditions of the Player's employment until the expiry of the Contract will correspond to those of a player for whom football is a sideline. The Club must respect the Player's education activities as mentioned above. There are no limitations as to the amount of training so long as the Club respects the Player's education activities. If, as a result of training over a long period, the Player is unable to participate in a number of lessons, the Club must seek

to offer supplementary lessons. If the Player is employed on a trainee contract and stops attending an education programme as mentioned above in order to start on another programme, the Player will be entitled to continue on the trainee contract subject to approval by both parties to the Collective Agreement. The Player must take part in any training camp organised by the Club for 10 consecutive days per calendar year, provided that the Player is notified by the Club at least 5 weeks in advance of the training camp. The Club must ensure that the Player is not absent from school to a disproportionate extent in this connection. If a training camp is organised, this must be coordinated with DBU to ensure that players on the national team are also not absent from school to a disproportionate extent. The Club must coordinate distance teaching with the school in question.



## Part 2

### Rights and obligations of the parties

#### Section 1 – Loyalty, etc

- 1.1 Throughout the term of the Contract the Player must be an active member of the following parent club:  

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and show loyalty to both the parent club and the Club if they are two separate legal entities.
- 1.2 This Contract does not entitle the Player to make any claims against the parent club unless the Contract has been concluded with the parent club itself.
- 1.3 The Club must show loyalty to the Player.
- 1.4 The Club must not discriminate unreasonably between the Player and the Club's other players.

#### Section 2 – Participation in training and matches

- 2.1 The Player is entitled and obligated to:
  - Train with the training group and play matches for the team/training group directed by the Club.
  - Make himself available for training sessions and matches for the first team and any matches for the reserve team/second team.
  - Make himself available for training sessions and matches for the first team and the reserve team/second team.
  - Make himself available for training sessions and matches for the first team, the reserve team/second team and the youth teams (in the case of the youth teams, only for as long as the Player is eligible to play for the youth team in question).

This applies regardless of whether the match is part of an official tournament and whether the training session or match takes place in Denmark.
- 2.2 The Player is not entitled without prior written permission from the Club to participate in indoor or outdoor football matches in which the Club is not participating, unless the match has been organised by DBU, the League Association or the local Unions.
- 2.3 If the Player is prevented from participating in a training session or a match, the Player must notify the Club's management without delay.

#### Section 3 – Doping

- 3.1 The Player must comply with the anti-doping regulations issued by Danmarks Idrætsforbund (the Sports Confederation of Denmark) from time to time, including make him-/herself available for doping control in accordance with such regulations.
- 3.2 The Club must contact the relevant anti-doping authorities as soon as possible and within 3 days after becoming aware of any doping violation by the Player. If the Club fails to do so, the Club will not be entitled to exercise any remedies available under employment law in this respect.
- 3.3 Any violation of the anti-doping regulations that results in punishment in the form of a final unconditional ban of more than 3 months or, if the sanction is measured in number of matches, more than 10 matches, will be regarded as a gross breach of contract unless the violation took place with the Club's knowledge or involvement, in which case the Club will not be entitled to exercise any remedies available under employment law in this respect.
- 3.4 If a gross breach occurs under Section 3.3 and the Club wishes to exercise any remedies available under employment law in this respect, the Club may elect to either suspend this Contract for a certain amount of time, which may not exceed the Player's unconditional ban as a result of the doping violation, or terminate this Contract with immediate effect due to the breach. Within 8 days of the doping sanction becoming final and the Club becoming aware of the doping sanction, the Club must inform the Player in writing of the exact employment law remedy it intends to exercise. If the Club fails to give the Player such notice before the 8 days expire, it will no longer be entitled to exercise any such remedies in respect of the doping violation.
- 3.5 If the Player wishes to exercise any remedies available under employment law for any involvement in or knowledge of the Player's doping violation on the part of the Club, the Player must inform the Club in writing within 8 days of becoming aware of the matter. If the Player fails to give the Club such notice before the 8 days expire, the Player will no longer be entitled to exercise any such remedies in respect of the doping violation.



3.6 In relation to the provisions of this Section 3 on doping, the Club is only responsible for any involvement by or knowledge on the part of the Club's manager, sporting director, healthcare staff and coaches as well as other support staff to the Player or a doctor designated by the Club.

## **Section 4 – Manipulation of football matches and similar unethical conduct**

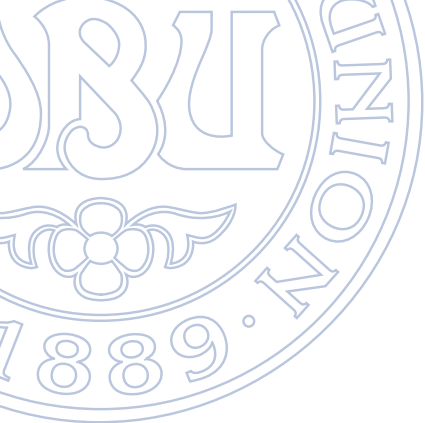
- 4.1 The Player must comply with and observe the regulations issued by Danmarks Idrætsforbund (the Sports Confederation of Denmark) from time to time banning manipulation of sports competitions ("match-fixing") and similar unethical conduct (e.g. betting on own matches) as well as any stricter regulations issued by the DBU.
- 4.2 The Club must contact the relevant authorities (DBU or Danmarks Idrætsforbund) as soon as possible and within 3 days after becoming aware of any violation by the Player of the provisions of Section 4.1. If the Club fails to do so, the Club will not be entitled to exercise any remedies available under employment law in this respect.
- 4.3 Any violation by the Player of the provisions in Section 4.1 that results in punishment in the form of a final unconditional ban of more than 3 months or, if the sanction is measured in number of matches, more than 10 matches, will be regarded as a gross breach of contract unless the violation took place with the Club's knowledge or involvement, in which case the Club will not be entitled to exercise any remedies available under employment law in this respect.
- 4.4 If a gross breach occurs under Section 4.3 and the Club wishes to exercise any remedies available under employment law in this respect, the Club may elect to either suspend this Contract for a certain amount of time, which may not exceed the Player's unconditional ban as a result of the violation, or terminate this Contract with immediate effect due to the breach. Within 8 days of the sanction becoming final and the Club becoming aware of the sanction, the Club must inform the Player in writing of the exact employment law remedy it intends to exercise. If the Club fails to give the

Player such notice before the 8 days expire, it will no longer be entitled to exercise any such remedies in respect of the violation.

- 4.5 If the Player wishes to exercise any remedies under employment law for the Club or any of the persons mentioned in Section 4.6 who are associated with the Club being found guilty of violating the provisions of Section 4.1 by a final decision, the Player must inform the Club in writing within 8 days of becoming aware of the matter. If the Player fails to give the Club such notice before the 8 days expire, the Player will no longer be entitled to exercise any such remedies in respect of the violation.
- 4.6 In relation to the provisions of this Section 4 on manipulation of matches and similar unethical conduct, the Club is only responsible for any involvement by or knowledge on the part of the Club's manager, sporting director and coaches as well as other support staff to the Player.

## **Section 5 – Equipment and clothing**

- 5.1 The Club will provide the Player with the necessary training and match equipment, i.e. clothing, protection gear, training shoes and football shoes/boots (and goalkeeping gloves in the case of goalkeepers), and the Player must wear it to the extent not otherwise provided in Sections 5.1-5.3 below. Instead of the football boots provided by the Club, the Player is entitled at the Club's expense to choose other football boots from a supplier designated by the Club if the Player submits a medical certificate in this regard. The Player is entitled at the Player's own expense to wear other football boots (and goalkeeping gloves in the case of goalkeepers) than those provided by the Club.
- 5.2 The Player is entitled to conclude personal endorsement contracts concerning or receive a fee for wearing football boots (and goalkeeping gloves in the case of goalkeepers). Unless otherwise agreed, however, the Player is not entitled to conclude such contract with or receive such fee from firms competing with any principal or exclusive sponsors of the Club. If the Club has one or more principal and/or exclusive sponsors for football boots and goalkeeping gloves, the Club must inform the Player before the start of each half of the season.



5.3 Unless otherwise agreed, however, the Player must - notwithstanding Section 5.2 - comply with any contract(s) of the Club in force as per 1 October 2014 concerning the Players' use of football boots (and goalkeeping gloves in the case of goalkeepers) for the term of such contract(s). If the Club has one or more such contracts, please specify the parties to such contract(s) and the expiry date(s):

Party: \_\_\_\_\_ Expiry date: \_\_\_\_\_

Party: \_\_\_\_\_ Expiry date: \_\_\_\_\_

5.4 If the Club also provides the Player with other clothing than that mentioned in Section 5.1, the Player must wear it during transport to and from matches, at press conferences, during television interviews, etc.

## **Section 6 - Transport and accommodation in connection with away matches**

6.1 If necessary, the Club will provide transport and accommodation for the Player in connection with away matches at no cost to the Player.

## **Section 7 - Time off to play for national teams and other officially selected teams**

7.1 The Club will release the Player for participation in any training gatherings, international matches, etc. for which the Player is selected by DBU and/or the local Union.

7.2 If the Player is not a Danish citizen, the rules issued by FIFA from time to time in respect of releasing players for international matches will apply.

## **Section 8 - Treatment of injuries**

8.1 The Club will provide the Player with free medical attention or other necessary or appropriate treatment for injuries incurred in the course of participation in matches and training, less the sums paid by public health insurance.

8.2 The Player must allow him-/herself to be treated by a doctor/physiotherapist/chiropractor designated by the Club subject to the condition that the Club pays the full cost of treatment less public subsidies.

8.3 The Player is always entitled to refuse a proposed treatment.

8.4 With regard to treatment of injuries, the Club is not entitled to discriminate unreasonably between players in the same training group.

## **Section 9 - Illness**

9.1 During illness, including injuries, the Club will pay the Player the basic salary and other non-match-related fees.

9.2 If the sick pay can no longer be recovered from the municipality and this is exclusively due to the Player's neglect of the obligations imposed by the Danish Sickness Benefits Act (sygedagpengeloven), the Club will be entitled to deduct from the Player's basic salary an amount corresponding to the unrecoverable sick pay.

9.3 Illness, including injuries, will not affect the employment relationship

## **Section 10 - Insurance**

10.1 The Club will take out and pay for statutory occupational injuries insurance for the Player.

10.2 The Club will pay the premiums time accident insurance taken out by the Players Association in favour of the Player, as and when they fall due. The following annual minimum premium applies:

- For trainees and players playing football as a sideline: DKK 1,500

- For part-time players: DKK 2,000

- For full-time players: DKK 3,000

10.3 For part-time players aged 18 or more and for full-time players, the Club will pay the premiums on a retirement insurance taken out by the Players Association in favour of the Player, as and when they fall due. The following annual minimum premium applies:

- For part-time players aged 18 or more: DKK 6,000

- For full-time players: DKK 12,000

10.4 The Club must submit the necessary details about the Player's employment relationship to the insurance administrator(s) designated by the Players Association from time to time. The details must be submitted in accordance with the directions of the insurance administrator(s). Details of any changes to the Player's employment relationship affecting the insurance cover must be submitted in the same way.



- 10.5 The Club is responsible for ensuring that information etc. is reported and that claims are submitted to the insurance administrator(s) in time.
- 10.6 The Players Association is responsible for ensuring that the Player receives all relevant insurance terms and conditions of importance to the Player, including any kind of insurance policy, list of clauses, etc. The Players Association will act as an intermediary in the communication between the insurance administrator(s) and the Player.
- 10.7 The insurance premiums under Sections 10.2 and 10.3 will be adjusted each year with effect from 1 July to reflect changes in the seasonally adjusted privatesector pay index (ILON12 - TOT business total) as per the first quarter of the current year compared with the year before. The pay index for the first quarter of 2014 is 125.9 in seasonally adjusted figures.

### **Section 11 – Time off to take part in the work of Players Association bodies**

- 11.1 If the Player is one of the Club's two participants in the annual representatives' meeting of the Players Association or the meeting of the Players Association after the end of the autumn season, the Club must give the Player time off to attend such meetings.
- 11.2 If the Player has been elected to the board of the Players Association or appointed as a non-voting board commissioner, the Club will – to the extent possible – give the Player time off to discharge his duties on the board of the Players Association.

### **Section 12 – Advertising and sponsorship contracts, etc.**

- 12.1 The Player must inform the Club of any contracts concluded by the Player before signing this Contract, whereby the Player has assigned intellectual property rights to a third party, including the right to use the Player's image, likeness, name or autograph in full or in part.

- 12.2 Subject to any restrictions arising from the Player's own existing contracts as mentioned in Section 12.1, the Club and the Player agree that at the time of signing this Contract, they basically have the disposal of all rights relating to the employment relationship and that those rights may be exercised jointly with other clubs.
- 12.3 The Club/clubs are entitled to use the Player's image, likeness, name and autograph in connection with the Club's/clubs' – individual or joint – merchandising activities, in connection with the Club's/clubs' marketing and promotional activities and in connection with the Club's/clubs' signing of advertising contracts and sale of sponsorships. The Player's image, likeness, name or autograph may not be used to market or promote a company and/or product which has no connection to the Club's/clubs' advertising contracts and sponsorships. The Club's/clubs' right of use is subject to such use being reasonable in its scope and in accordance with customary practice. The Club/clubs may never allow the Player's image, likeness, name or autograph to be used in a manner that conflicts with any duty of loyalty owed by the Player to a principal employer or the Player's religious or political beliefs. If the Player is required to perform assignments outside normal working hours or if extraordinary use is made of the Player, the Player may demand a fair fee, such fee to be agreed before the assignment. When the Player's employment ceases, the Club/clubs must stop manufacturing products featuring the Player's image, likeness, name or autograph within a reasonable time.
- 12.4 The Club is not entitled without the Player's acceptance to use the Player's image, likeness, name or autograph beyond the extent specified in Section 12.3.
- 12.5 The Player is entitled to sign personal endorsement contracts. The written consent of the Club must be obtained before the conclusion of any such contracts, however, as the Player is not entitled to sign endorsement contracts with firms competing with the Club's principal or exclusive sponsors. The Club may only refuse consent to the Player's personal endorsement contracts if, as a result of their content, they compete with one of the Club's principal or exclusive sponsorship agreements, see Section 12.6 below.





- 12.6 A sponsor will be regarded as a principal sponsor if the sponsor's annual contribution to the Club amounts to at least: - DKK 400,000 for a club in the Super League (Superligaen). - DKK 200,000 for a club in the 1st division. - DKK 100,000 for a club in the 2nd division. A sponsor will be regarded as an exclusive sponsor if so provided in the relevant sponsorship agreement.
- 12.7 The Club must inform the Player who its current principal and exclusive sponsors are within 3 weeks of receiving a request to this effect from the Player.
- 12.8 In addition, the Club and the Player agree that they will contribute their respective rights to the projects set up in collaboration between the Players Association and the clubs on conclusion of this Contract or subsequently, subject to approval by the Players Association and the League Association and separate acceptance by each of the clubs in question.





## Section 13 – Pay<sup>1</sup>

Please state the Player's basic salary, any bonus opportunities and other benefits here. All pay components must be stated as amounts before holiday pay (Section 14), the Club's pension contribution (Section 15) and the Club's contribution to the savings scheme (Section 16).

The Player's gross salary, holiday pay, pension contribution and contribution to the savings scheme must not be stated.

As an exception to the above, however, collective bonus agreements that are based on a share of the Club's earnings may be agreed as a flexible benefits scheme, from which 11.11% will be deducted from the gross amount before pay-out and subsequently paid out as holiday pay, see Section 14.6. The Player's elected representatives must be provided with documentation of the Club's earnings in the form of an auditor's statement.

13.1 Basic salary:

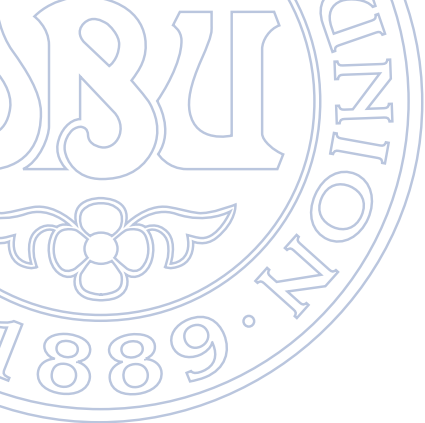
13.2 Bonus:

13.3 Fringe benefits (e.g. free car, free telephone, free accommodation, etc.):

13.4 Other:

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<sup>1</sup> At [www.dbu.dk](http://www.dbu.dk) → Love og regler → Landsdækkende turneringer → Cirkulærer → Cirkulære 110 (2017) → "Mindsteløn efter overenskomsten" you can see the current minimum pay according to the Collective Agreement for players who have football as a sideline as well as part-time and full-time and for trainees. The page is in the Danish language. The minimum pay will be adjusted every 1 July to reflect changes in the private-sector pay index as per the 1st quarter (ILON12 TOT business). Therefore, remember to adjust salary payments each 1 July if the salary agreed at the time when the Contract was signed no longer amounts to at least the applicable minimum pay after indexation. The calculation of the minimum pay according to the Collective Agreement must be based on the basic salary and the taxable value of free accommodation.



## **Section 14 – Holiday Leave**

- 14.1 The Player is covered by the Danish Holiday Act (ferieloven) and will accrue and take holiday according to its provisions.
- 14.2 For trainees as well as part-time and full-time players, the main holiday leave amounts to at least 2 consecutive weeks between 1 May and 30 September and for other players at least 3 consecutive weeks in the same period. Where possible, the Club must notify the Player of the date of his/her main holiday leave at least 3 months before it is to be taken. If the Player was ill during his main holiday leave, the Player may not demand and the Club may not require the Player to take replacement holiday leave later the same holiday year during a period in which the Men's National Championship Tournament (Herre-DM) is being played, unless otherwise agreed by both the Club and the Player.
- 14.3 The Player's remaining holiday leave (normally 3 weeks for trainees as well as part-time and full-time players and 2 weeks for other players), which does not need to be consecutive weeks, must in consultation with the Club and taking account of any reasonable wishes on the part of the Club be taken outside the period in which the Men's National Championship Tournament is being played.
- 14.4 While on holiday leave, the Player will receive the basic salary agreed in Section 13.1 and any benefits agreed in Section 13.3, if earned by the Player. The Player will also receive a holiday supplement of 1 % of these pay components.
- 14.5 While on holiday leave, the Player will also receive a holiday allowance. The holiday allowance amounts to 12½ % of all other cash components of the Player's pay which are taxable in Denmark (e.g. any sign-on or sign-off fee, bonuses). The Player will not receive a holiday supplement of 1 % on such pay components.
- 14.6 Any collective bonus amounts agreed which are based on a share of the Club's earnings will (after 11.11 % has been duly deducted in accordance with Section 13) attract a holiday allowance as described in Section 14.5, but not a holiday supplement of 1 %.

## **Section 15 – Compulsory pension scheme**

- 15.1 From the Player's 20th birthday, the Club will pay a compulsory pension contribution into a pension scheme set up by the Players Association.
- 15.2 For full-time players, the contribution amounts to 4.8 % of the basic salary and for part-time players, trainee players and players playing football as a sideline, the contribution amounts to 8.1 % of the basic salary. The Club will pay two-thirds and the Player one-third of the total contribution amount.

## **Section 16 – Compulsory sports savings scheme**

- 16.1 From the Player's 20th birthday, the Club will pay a compulsory contribution into a savings scheme set up by the Players Association (sports savings scheme).
- 16.2 For full-time players, the contribution amounts to 2.1 % of the basic salary and for part-time players, trainee players and players playing football as a sideline, the contribution amounts to 6.9 % of the basic salary. The Club will pay two-thirds and the Player one-third of the total contribution amount.
- 16.3 If the contributions reach the statutory maximum for the savings scheme (DKK 1,739,300 in 2014), any excess contributions will be paid into the general pension scheme, see Section 15.
- 16.4 If the provisions of the Danish Taxation of Pension Schemes Act (pensionsbeskatningsloven) on sports savings schemes are substantively repealed or amended during the term of this Contract, the funds deposited in the savings scheme must – if they cannot remain in the account – be transferred at the Players Association's option to a similar pension scheme or an alternative scheme in favour of the Player designated by the Players Association. The Players' Association will then decide whether the contributions payable from then on are to be continued in a new scheme or used for other purposes for the Player.

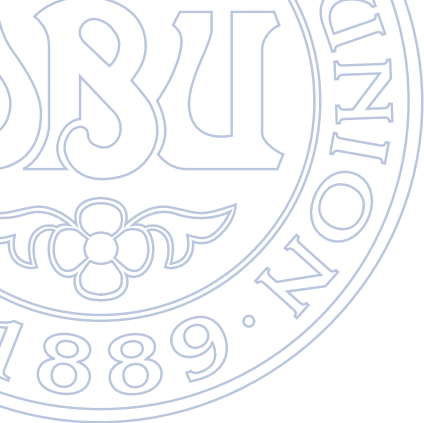


## Part 3

### Transfers

Please tick the relevant box below and fill in the blank space, if necessary

- The parties have agreed no special provisions concerning transfers.
- The parties have agreed the following special provisions concerning transfers:



## Part 4

### Closing provisions

#### Section 1 - Termination on relegation of the Club from the Men's National Championship

- 1.1 This Contract will terminate without liability for either party if the Club's senior men's first team is relegated from the Men's National Championship Tournament (Herre-DM) for ordinary sporting reasons.
- 1.2 On such relegation, this Contract will terminate with effect from the end of the month in which the Club's senior men's first team played its last match in the Men's National Championship Tournament.
- 1.3 After such termination, the parties will be free in every respect.

#### Section 2 - Money owed to the club or parent club

- 2.1 The Club is entitled to withhold the Player's licence only if subscription fees are owed by the Player. In such case, the sum claimed by the Club may not exceed an amount equivalent to 6 months' subscription fees.

#### Section 3 - Disciplinary matters and breach of contract, etc.

- 3.1 The provisions of the Danish Salaried Employees Act (funktionærloven) concerning disciplinary offences, unfair dismissal, breach and gross breach apply to this Contract.
- 3.2 Strikes and lockouts provided for by the Collective Agreement and other forms of work stoppages provided for by the Collective Agreement will not affect the validity of this Contract between the Player and the Club.

#### Section 4 - Disputes

- 4.1 Any dispute arising out of the construction or effect of this Contract must be decided in accordance with the relevant provisions in the main agreement between the Players Association and the League Association.

- 4.2 All disputes between the parties arising out of the construction or effect of this Contract that come under the jurisdiction of FIFA in accordance with the laws and regulations issued by FIFA from time to time may be brought before FIFA's competent dispute resolution bodies as the first instance, with a right of appeal to the Court of Arbitration for Sport (CAS) as the second instance in accordance with the relevant rules contained in the laws and regulations issued by FIFA and the CAS from time to time.

#### Section 5 - Approval of the Contract

- 5.1 The validity and commencement of this Contract is subject to approval by the League Association's administration. The administration must make sure in this connection: - that the Club has a valid contract football licence and has not lost its right to enter into player contracts; and - that the printed provisions are only varied where expressly provided that they may be varied by agreement. The rates in Part 2, Sections 14-16, may be varied upwards.
- 5.2 The Club is responsible for submitting this Contract for approval. The Contract must be submitted before the expiry of any transfer registration period in progress at the time of its signing and no later than 7 days after the signing date. If the Club fails to do so, the Player may opt to either cancel the Contract by written notice to the Club or submit the Contract for approval him-/herself.
- 5.3 From the date when the Contract is signed and until its approval or rejection by the League Association's administration, subject to a maximum of 4 weeks from the signing date, the parties will be bound by their signatures unless the Player has already cancelled the Contract pursuant to Section 5.2 and was entitled to do so.
- 5.4 Once a final decision on approval or rejection of the Contract has been reached, League Association's administration will notify the Club and the Player of its decision in writing. If the Contract is rejected, the reasons for doing so must be stated in the notification. A rejection may be appealed to football's own disciplinary body in accordance with the relevant rules contained in the laws and regulations issued by DBU from time to time.



5.5 Any amendments of or addendums to the Contract will be binding only when put in writing, submitted to and approved by League Association's administration in accordance with the above provisions. The same applies to any agreement by the parties to terminate the Contract

## **Section 6 - Conditions for approval of the Contract**

- 6.1 The Contract will be rejected if the printed provisions are varied otherwise than where expressly provided that they may be varied by agreement.
- 6.2 If the Player is under 15 years of age when the Contract is signed, the Contract will be rejected. If the Player is under 18 years of age when the Contract is signed, the Contract will be rejected unless it is also signed by the Player's parent or guardian.
- 6.3 If the Player is under 18 years of age when the Contract is signed or if the Player is playing football as a sideline, the term of the Contract must not exceed 3 years. If the Player is 18 years or more when the Contract is signed, the term of the Contract must not exceed 5 years, but see Section 6.4.
- 6.4 For players playing football as a sideline and receiving a salary of less than DKK 7,000 per month (adjusted once a year, cf. Part 2, section 13) for one or more contract years, the term of the Contract must not exceed 2 years. For such players, the Contract and the employment relationship in general must not in any way interfere with the Player's education and/or other occupation.

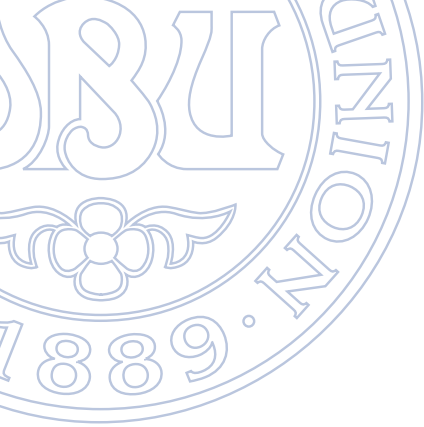
- 6.5 The Contract is non-terminable. The Contract must state a fixed commencement date and a fixed expiry date. The expiry date must be either 30 June or 31 December.
- 6.6 If the Contract contains one or more options to extend or reduce its term or similar provisions which may be exercised unilaterally by the Club, it will be rejected. However, the Contract will not be rejected for containing one or more options to extend or reduce its term or similar provisions which may be exercised unilaterally by the Player.

## **Section 7 - Action plan for minors and trainees**

- 7.1 If the Player is under 18 years of age when the Contract is signed or if the Player is a trainee, the Club and the Player will draw up a joint action plan<sup>2</sup> for the Player's continuing education and career development within 30 days after the Contract has been signed.

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<sup>2</sup> A template action plan is available at [www.dbu.dk](http://www.dbu.dk) → Love og regler → Landsdækkende turneringer → Cirkulærer → Cirkulære 110 (2017) → "Handlingsplan for mindreårige og trainees - engelsk"



## Section 8 – Football agents (formerly known as "players' agents")

Please tick the relevant box below and fill in the blanks, if relevant. The parties and any football agents involved must also each confirm by their signature that they are familiar with the FIFA and DBU Regulations Governing Football Agents and that the information given below is correct.

No registered or non-registered football agent was involved in the establishment or conclusion of this Contract..

The following registered football agents were involved in the establishment or conclusion of this Contract:

As football agent for the Club:

Name \_\_\_\_\_

Address \_\_\_\_\_

Postcode/Town \_\_\_\_\_

Country \_\_\_\_\_

Signature \_\_\_\_\_

As football agent for the Player:

Name \_\_\_\_\_

Address \_\_\_\_\_

Postcode/Town \_\_\_\_\_

Country \_\_\_\_\_

Signature \_\_\_\_\_

## Section 9 – Signatures

Date \_\_\_\_\_

Club \_\_\_\_\_

Date \_\_\_\_\_

Player \_\_\_\_\_

\_\_\_\_\_  
Parent/guardian (If the Player is under 18 years of age)

\_\_\_\_\_  
Email for returning of approved contract

## Approval endorsement

Approved by the League Association's administration

Date \_\_\_\_\_

\_\_\_\_\_  
The League Association (Stamp and signature)

ADDENDUM – CHANGES TO THE CONTRACT DUE TO NEW CBA FROM 1.1.2020.

POSITION	CHANGED FROM	VALID TEXT – CHANGES IN RED
Section 1, page 3, 1st column.	If the Player is employed on a trainee contract and ceases to follow an education programme as mentioned above or if the Club no longer fulfils the above requirements, a new contract for one of the other types of employment must be concluded within 4 months.	If the Player is employed on a trainee contract and ceases to follow an education programme as mentioned above or if the Club no longer fulfils the above requirements, a new contract for one of the other types of employment must be concluded within <b>12</b> months.
Page 5, pkt. 5.4.	5.3 Unless otherwise agreed, however, the Player must – notwithstanding Section 5.2 – comply with any contract(s) of the Club in force as per 1 October 2014 concerning the Players' use of football boots (and goalkeeping gloves in the case of goalkeepers) for the term of such contract(s). If the Club has one or more such contracts, please specify the parties to such contract(s) and the expiry date(s): Party: _____ Expiry date: _____ Party: _____ Expiry date: _____	<b>Removed.</b>
Page 6, pkt. 10.2.	The Club wil pay the premiums time accident insurance taken out by the Players Association in favour of the Player, as and when they fall due. The following annual minimum premium applies: - For trainees and players playing football as a sideline: DKK 1,500 - For part-time players: DKK 2,000 - For full-time players: DKK 3,000	The Club <b>will</b> pay the premiums time accident insurance taken out by the Players Association in favour of the Player, as and when they fall due. The following annual minimum premium applies: - For trainees and players playing football as a sideline: DKK <b>1,700</b> - For part-time players: DKK <b>2,300</b> - For full-time players: DKK <b>3,300</b>
Page 6, pkt. 10.3.	For part-time players aged 18 or more and for fulltime players, the Club will pay the premiums on a retirement insurance taken out by the Players Association in favour of the Player, as and when they fall due. The following annual minimum premium applies: - For part-time players aged 18 or more: DKK 6,000 - For full-time players: DKK 12,000	<b>For part-time players aged 18 or more, fulltime players and trainees</b> the Club will pay the premiums on a retirement insurance taken out by the Players Association in favour of the Player, as and when they fall due. The following annual minimum premium applies: - For part-time players aged 18 or more: DKK <b>6,600</b> - For full-time players: DKK <b>13,100</b> - <b>For trainees: DKK 3.000</b>
Page 7, pkt. 10.7.	The pay index for the first quarter of 2014 is 125.9 in seasonally adjusted figures.	The pay index for the first quarter of <b>2019</b> is <b>136.6</b> in seasonally adjusted figures.



ADDENDUM – CHANGES TO THE CONTRACT DUE TO NEW CBA FROM 1.1.2020.

<p>Note 1, Bottom page 8</p>	<p>At <a href="http://www.dbu.dk">www.dbu.dk</a> ◊ Love og regler ◊ Landsdækkende turneringer ◊ Cirkulærer ◊ Cirkulære 110 (2017) ◊ "Mindsteløn efter overenskomsten" you can see the current minimum pay according to the Collective Agreement for players who have football as a sideline as well as part-time and fulltime and for trainees.</p>	<p>The current minimum pay according to the Collective Agreement is available on the websites of the DBU, the Players Association and the Danish League Employer Confederation.</p>
<p>Page 9, pkt. 14.2.</p>	<p>If the Player was ill during his main holiday leave, the Player may not demand and the Club may not require the Player to take replacement holiday leave later the same holiday year during a period in which the Men's National Championship Tournament (Herre-DM) is being played, unless otherwise agreed by both the Club and the Player.</p>	<p>If the Player was ill during his main holiday leave, the Player may not demand and the Club may not require the Player to take replacement holiday leave later the same holiday year during a period in which the Men's National Championship Tournament (Herre-DM) is being played, unless otherwise agreed by both the Club and the Player.  <b>In special cases, when it is impossible to take accrued paid holiday leave before the end of the holiday year, any accrued holiday must be transferred to the subsequent holiday year and must be taken prior to any other accrued holiday, or as a last resort even as a replacement holiday during the period in which the Men's National Championship Tournament (Herre-DM) is being played.</b></p>