



## **Student Worker Agreement**

**Date of Agreement - November 29, 2019**

### **This contract is made between:**

- **Unity Technologies ApS**, Niels Hemmingsens Gade 24, 1153 Copenhagen (**"the Company"**)

**and**

- **Mathias Boldsen Jensen**, Vesterbrogade 192, 2,7, 1800 Frederiksberg (**"the Student Worker"**)

### **Terms of the Agreement**

#### **1. Date of employment**

- The employment will commence on January 6, 2020.
- The employment will end on June 30, 2020.

#### **2. Job description**

- The job title is: QA Student Worker.
- The Student Worker reports to the QA Team Lead, currently Onur Karademir.

#### **3. Place of work**

- The place of work is at the Unity office at Niels Hemmingsens Gade 24, 1153 Copenhagen.
- The Company reserves the right to require you to work, on a permanent or temporary basis, at any other premises it may acquire.

#### **4. Working hours**

- Our expectation is that the Student Worker will be required to work 15 hours per week exclusive of a lunch break of 30 minutes per day.
- The Student Worker's hours will be organized according to the Company's needs and according to further agreement.
- The Student Worker's working hours may however be flexible and could be either, more or less, than the previously stated hours of 15 hours per week above. This flexibility is due to the needs of the business and your availability to work around your studies.
- To allow the Company to accurately record The Student Worker's hours the Student Worker's is therefore required to complete a weekly timesheet that will be approved by their manager prior to be submitted to the Finance Team. This ensure that the company has accurate records and is able to accurately pay the student worker for the hours worked.

## 5. Salary

- The hourly salary rate of the Student Worker will be DKK 150 per hour and will be payable at the end of the month to a bank account disclosed by the Student Worker. The salary will be at the Student Worker's disposal by the end of the month.

## 6. Pension

- It is agreed that the Student Worker will not join the company Pension Scheme as the administration costs are too high compared to the contributions paid into the scheme and that therefore pension has been taken into consideration agreeing on the salary level.

## 7. Holiday

- All Student workers are subject to the Danish Holiday Act and are entitled to receive a holiday allowance.
- As student workers are hourly paid, with the potential for the hours worked each month to change, it is therefore agreed that for ease of administration that the Student Worker will receive their vacation by way of a holiday allowance, which is 12,5 % of the salary during the calendar year (qualification year).
- For ease of administration this holiday allowance will be paid to the Student Worker's FerieKonto account Quarterly (in February, May, August & November). The amount transferred will be shown on the Student Worker's payslip in the month the payment is made.

## 8. Maternity/Paternity leave, etc.

- As regards the Student Worker's right to maternity/paternity and child-care leave, etc. reference is made to the Danish Maternity Act and the Danish Salaried Employees Act.

## 9. Termination

- The first three months are considered to be a probation period and during which the Student Worker as well as the Company can terminate the contract with 2 weeks' notice regardless of the following stated notice periods.

From 2 ½ months to 5 months employment:	1 month
From 5 months to 2 years and 9 months employment:	3 months
From 2 years and 9 months to 5 years and 8 months employment:	4 months
From 5 years and 8 months to 8 years and 7 months employment:	5 months
After this time:	6 months

- The Student Worker may terminate the employment at one months' notice for expiry at the end of a calendar month.
- Notwithstanding the above notice periods the Company is entitled to terminate the Student Worker's employment at one month's notice for expiry at the end of a month when the Student Worker within the past 12 months has received salary during sickness for a total of 120 days.

## 10. Duty of confidentiality and loyalty

- The Student Worker agrees to a duty of confidentiality as regards everything that the Student Worker is informed of and learns in connection with the performance of his/her job, unless it is a question of matters, which due to their nature should be brought to any third party's knowledge. The duty of confidentiality will also apply after termination of the employment.
- The Student Worker must not use or disclose information concerning the Company's trade secrets, operating secrets, including computer programs, systems, sketches and designs, descriptions, formulas, models, standard documents, customer databases and the like, unless this is necessary as part of the employment.

With reference to Section 10 of the Danish Marketing Practices Act this ban will also apply after termination of the employment.

- All material, including all documentation, concerning the above will remain the property of the Company and must be returned to the Company upon the Student Worker's departure.
- Any breach of the duty of confidentiality and/or the duty of loyalty will be deemed to be a material breach of the employment and may result in termination of the employment or summary dismissal.

#### **11. Intellectual property rights**

- The Student Worker is subject to the Danish Act on Employees' Inventions. All rights to inventions, knowhow, enhancements, copyright works, software, development of systems and products, etc. which the Student Worker creates as part of his/her employment, irrespective of the medium, will automatically pass to the Company immediately. The Student Worker is not entitled to a specific remuneration for such products, as such a remuneration is included in the Student Worker's salary under clause 5.
- All material, including all documentation, concerning the above will remain the property of the Company and must be returned to the Company upon the Student Worker's departure.

#### **12. General**

- The employment is not subject to any collective agreement.
- It is contrary to the employment that the Student Worker has financial, commercial or work-related interests in or with another enterprise without prior written consent from the Company.
- The employment is governed by the Salaried Employees' Act in force at any time.
- In case of sickness the Student Worker must no later than at commencement of normal working hours inform his/her immediate superior of this.

#### **13. Signatures**

- Please sign and return this document to indicate your acceptance of it's terms.
- If you have any questions about this agreement or the meaning of any clause, please do not hesitate to ask prior to signing.

**Signed on behalf of Unity Technologies ApS**

**Signed by the Student Worker**

November 29, 2019

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Date document was signed

\_\_\_\_\_  
Date document was signed



\_\_\_\_\_  
(Signature)  
Helen Vergel de Dios  
HR Director, EMEA  
Unity Technologies ApS

\_\_\_\_\_  
(Signature)  
Mathias Boldsen Jensen  
Student Worker