

Attachment Agreement

Between

TeamVikaren.dk Aarhus ApS, Horsens Afd.
Strandpromenaden 6 A, 7400 Herning.
Cvr. 30899695 - Tlf. 7027 7665
P.nr. 1016232765

&

Name:

Address:

Zip code & Town:

Cpr.no.:

have today entered into the following agreement:

Affiliation as a temp

- 1 You are affiliated as a temp with the purpose of temporary employment so that your services are available to our clients.
- 2 You will only be considered to be employed by TeamVikaren.dk for the duration of the individual temporary jobs. The rules of the present agreement will apply to each temporary job taken by you.
- 3 If you are covered by the Danish Employment Agreement Act, the present affiliation agreement together with a job confirmation will constitute your employment agreement. Job confirmations can be found at www.teamvikaren.dk by choosing "vikarlogin" in the top-menu.
- 4 You will be entitled to reject a job offer for a temporary job. During a possible notice period, you will, however, be obligated to take on another appropriate temporary job to limit the financial loss of TeamVikaren.dk as much as possible.

Work place, etc.

- 5 The work place will be at our client's premises. Start time, duration, wages/salary and working hours will be agreed separately in a job confirmation in connection with each temporary job.

End of the temporary position

- 6 If the temporary job is covered by a collective

agreement, it will appear from the job confirmation, and the temporary job can be terminated by each of the parties with the notice stipulated in the collective agreement. If the temporary job is not covered by a collective agreement, the temporary job can be terminated by both parties without any notice.

You are advised to seek additional information about the unemployment benefit rules in case of unemployment.

Payment of wages

- 7 Wages shall be paid every two weeks in arrears, eg payment for work done in week 8 and 9 will be paid in week 11. We must receive the time sheets no later than Monday at 11 am by post, e-mail, etc. You are entitled to the agreed wages regardless whether there is any disagreement between us and the client regarding the quality of your work.

Your salary will be transferred to:

Bank:

Reg.nr.:

Konto nr.:

☐ Please tick if you want to use your secondary tax card

Pension

- 8 If you are entitled to pension contributions, we shall pay pension contribution to the pension scheme according to the rules in force. In this regard we may need to be informed

whether you were covered by a previous employment pension. You are obliged to inform us accordingly.

Tick one of the following:

Yes ☐

You are covered by a previous employment pension according to the collective agreement at the start of the association as a temp. .

No ☐

You are not covered by a previous employment pension according to collective agreement.

Illness

- 9 Information about illness must be given to us as soon as possible and no later than one hour prior to work start, using the telephone number 7027 7665.

The payment you may be entitled to during your illness depends on the rules covering the individual temporary job.

Reporting illness on time may be a condition for payment of illness benefit/pay during illness, if any.

Documentation of illness in the form of a solemn declaration or a medical certificate must only be forwarded at our request.

Holidays

- 10 You are entitled to holidays with holiday pay according to the Danish Holiday Act.

Payment for holidays falling on a weekday, special holidays, overtime work, etc.

- 11 The rules regarding possible payment for

holidays falling on a weekday, special holidays, overtime work and special savings will depend on the specific temporary job.

Non disclosure agreement

- 12 You are giving your consent to a non disclosure agreement regarding our affairs as well as those of the client. The agreement will apply both during your attachment/the temporary job as well as for three years after the termination thereof, cf. section 19 of the Danish Marketing Act.

Personal Data

- 13 You hereby accept that personal information provided by you may be registered by us, as registration is necessary for the assessment of an application to become a temp with our firm. You are aware that your consent can be revoked at any time, obligating us to delete the information about you.

Furthermore, you accept that we may obtain references about previous employment according to the information provided by you, as this is necessary for the assessment of an application to become a temp with TeamVikaren.dk. At the same time, you accept that we may register such information. Your signature also gives us permission to pass on the information registered about you for the assessment of a specific temporary job.

Under certain circumstances, we will be imposed to store your personal information despite your withdrawal of consent - due to legal obligations. This will for instance be the case in relation to fulfilling documentation requirements. In that case, we will only store the necessary personal information that will enable us to fulfill the documentation requirement. All other information will be erased in accordance with the withdrawal of consent. We refer to our privacy policy for further documentation about our procedure for storing personal information. It is available on our website.

Job offers and contact information

- 14 By adding your signature, you accept that job offers and other information from us may be forwarded by e-mail and text messages or uploaded at your "vikarlogin" at www.team-vikaren.dk. You are obligated to check theses on an ongoing basis.
- 15 You will at any time be obliged to inform us about your address, your telephone number, and your e-mail address, if any changes occurs.

Instructions, etc

- 16 You will be obliged to follow the client's work rules and working hours and work according to the client's instructions and under the client's control. If problems occur in the duration of the temporary job, please contact us so that we may find a solution.

Industrial injury insurance

- 17 The client shall arrange for the statutory industrial injury insurance. If you are injured in connection with carrying out work with the client, you must inform both the client and us.

Place of residence abroad

- 18 If you are living abroad, you must not take on other paid or unpaid work in your country of residence without our permission. The reason is that we will otherwise risk having to pay

social contributions to your country of residence. If you take on other work in the country of residence without permission, it will be considered gross violation of the employment agreement, and may lead to immediate job termination. We reserve the right to withhold wages/salary if the social authorities abroad make financial claims against us as a consequence of your work, in your country of residence.

Other terms and conditions

- 19 You may not discuss or agree to employment terms directly with the client, including agreements regarding working hours and overtime work. No agreements about employment terms concluded without our involvement can be asserted against us.
- 20 You are not covered by the Danish Salaried Employees Act.
- 21 An agreement may have been made with the client that the client can only employ you permanently against payment of a job placement service fee.
- 22 Please also refer to the agency's staff circular (Vikarmappe).
- 23 Your pay check can be found at www.team-vikaren.dk under the topmenu "vikarlogin".

You hereby accept that we may obtain information about you from various authorities, including the Danish Immigration Authority. By signing this document you accept the content of the Attachment Agreement, and confirm receiving a copy of the Agreement.

Dato _____

Dato _____

TeamVikaren.dk

Signature of temporary worker