

COMPANY NAME

CONTRACT

Agreement between **COMPANY NAME**, CVR nr. xxxxxxxx (The Company) and **ARTIST/TECHNICIAN NAME** (The Artist/Technician) , CPR/Passport Nr. xxxxxxxx

The Company engages The Artist to present the performance XXXXXX on tour, in the following cities:

.....

The tour will include a total of xx presentations with a total duration of xx days.
The travel schedule is specified in the touring plan, which is to be delivered at the latest x days before departure:

- Departure: (day) of (month) 2018 / 10.00 H.
- Return: (day) of (month) 2018 / 18.00 H.

The Artist will be remunerated at the rate of x.xxx,xx DKK. per show day and x.xxx,xx per further traveling day (or per week). Furthermore, The Company will pay the amount of xxx,xx per day as a per diem stipend.

Total wages as specified in the attached addendum nr. X “wages and per diems”: **x.xxx,xx DKK**
The payment will be classed as B income, and will be transferred to The Artist’s bank account: xxxx xxxxxxxx at the latest 8 days after the last presentation.

Total per diems, as specified in the attached addendum nr. x: **x.xxx,xx DKK**
To be paid as a tax free amount and transferred to the Artists bank account at the latest x days before departure.

Special remarks:
The attached set of rules (pages 2 and 3) depends on the conditions of this agreement, with regard to the fees, per diems, transportation etc. and shall be considered as an integrated part of this contract

Signed the (day) of (month) 2018

.....
The Company

.....
The Artist/Technician

COMPANY NAME

Set of rules concerning the working agreement between (company name), hereinafter referred to as The Company, and the personnel who are temporarily employed in its productions. These rules deal with: National and international touring, payment of fees, reimbursement of expenses made by the employees, etc.

When planning a tour

Planning a tour involves different stages, starting with the establishment of contact with the presenter and ending with the final agreement and signing of the contract.

The Company will inform the employee about a possible tour as soon as it has a level of certainty and the touring period is identified. At this point the employee will inform the company about his/her availability and his/her commitment to participate in the tour, being aware of the fact that from that moment forth the company will depend on him/her. The company shall formalize the agreement with the employee at the latest x months before the planned travel period, independent of the state of the company's negotiations with the presenter.

Should the planned tour be cancelled after the signing of the contract, the company will be obliged to pay to the employee the full wages agreed upon, unless the cancellation is due to a situation of force majeure.

Transportation within Denmark (for employees living in Denmark)

The Company covers the expenses of the employee's transportation on occasion of presentations within Denmark on a scope that is comparable with a 2nd class train ticket, having as a point of departure and return the address of the employee.

The transportation will be paid for one return journey (see provisions on accommodation and per diems below).

On this regard, it is generally the employee's responsibility to organize his/her own transportation. It is suggested that the employee co-ordinate with colleagues who have private vehicles. Employees who put their vehicles at their own and/or colleagues disposal may receive a refund of the expenses, reckoned at xx.xx DKK per kilometer.

However, in some cases (which will be announced), The Company may choose to organize and pay for common transportation for the whole company.

Accommodation within Denmark

Generally it is expected for all employees to be able to get back home after a presentation. In cases in which this is not possible, it is expected that each employee is able to get private accommodation, for which the Company will compensate with the amount of xxx.xx kr. per night. In case it is not possible for the employee to find private accommodation, the company will organize and pay for accommodation in twin rooms at a hotel or hostel.

Transportation to - and accommodation abroad

Transportation in connection with presentations abroad will be organized and paid for by the Company (directly or through its international partners), with the exception of bus or train journeys to and from the employee's residence to the airport (regardless of the Company or employee's country of residence), which usually will be solved individually and settled upon delivery of a bill. Minor transportation costs abroad, in connection with the work, for example airport transfer and between the hotel and the venue, will be organized and covered by the Company (unless it is organized by the presenter).

Accommodation abroad, if not covered by the presenter, will be organized and paid for by the Company, in twin rooms. In special cases, by previous agreement with the employee, the accommodation might be in private homes.

The journey will be organized by the Company, based on the principles that are stated in the next section (duration of the tour). The journey will take place as much as possible on the day of the

performance, unless it is an overseas trip. In cases in which employees (for justifiable reasons) wish to travel at times other than the rest of the group, they must take responsibility for organizing their own trip, and eventually pay any additional costs that may result, above the price that the Company pays for the rest of the travelers. In this last case, the journey must be planned so that he / she can be at the venue no later than 5 hours before the performance. The instance of an employee being allowed to take care of for his/her own trip must be agreed upon no later than 1 week after he / she has been notified of a confirmed tour and from that point, this compromise shall be final.

Duration of the tour

The following applies in cases in which the presentation of the show takes place on the same day as the travel day, both in Denmark and abroad, unless an exceptional case has been accepted by the employees:

- The journey between the airport of departure and the venue must not exceed 3.5 hours.
- The journey by train or car between the city of departure and the venue must not exceed 4.5 hours

Per diems

The Company pays per diems when touring nationally and internationally when the trip covers 1 complete day (24 hours). Per diems cannot be paid when performing in the Company's hometown. The daily rate is xx.xxx DKK per day and xx.xx DKK per additional hour on tour.

If the breakfast is included in the hotel price, 15% of the daily allowance will be deducted, and 30% will be deducted for lunch and 30% for dinner, if offered by the Company or the Presenter. Should the agreement be that the Presenter covers the per diems at a local rate, the employee will be compensated by the Company, up to the above named rate. These figures will be settled before the departure.

In cases in which the journey lasts less than 24 hours, and unless stated otherwise in the contract, the company will reimburse expenses for the meals of the employee, included in the traveling period, previous presentation of bills, up to the amount of xx.xx DKK per meal.

Wages

The employees in The Company's productions are paid at the rate of x.xxx,xx DKK per day of presentation. In the event that 2 performances are made on the same day, the company will add 50% of the above-named rate to the wages.

Traveling days are paid at a rate of xxx,xx DKK. The same rate applies to off days during a tour.

On longer tours, the company will pay a weekly wage at the rate of xx.xxx,xx DKK per week + eventual exceeding days. The payment of a travel day is applicable if the departure is before 16.00 H. and the arrival after 09.00 H.

The wages cover the time spent for rehearsals, preparation and presentation of the performance as specified in the touring plan. In addition, the employees shall be available for unexpected and necessary activities related to the presentation/s. In principle, the employee shall be available up to an average of 7 daily hours of work during the tour.

Settlement of wages and per diems

The payments of the wages are made by transfer to the employee's bank account, no later than 8 working days after the last presentation.

The calculation and payment of per diems are made by the company, no later than the day before the day of departure.