

EMPLOYMENT AGREEMENT

BETWEEN Rebel Penguin APS
CVR nr: 33 37 52 55
Nannasgade 28
2200 København N
("Company")

AND Name: Jimmie Nyman
CPR-nr. 1993-08-08-3717
Simirishamngatan 14, 214 23
Malmö
("Employee")

Each referred to as a "Party" and jointly referred to as the "Parties".

Table of Contents

1.	Commencement. Area of work	3
2.	Place of Work	3
3.	Hours of Work	3
4.	Salary	3
5.	Termination	3
6.	Holiday Entitlement	4
7.	Duty of Confidentiality, Documents	4
8.	Return of Material	4
9.	Other Provisions	4

1. Commencement. Area of work

- 1.1. The Employee will commence as our Swedish SEO & Content Manager on the 1st of march 2016. The employee's primary tasks will be to update Sportal.se with content, link building and general SEO-tasks.
- 1.2. The Employee must report to the management of the Company.
The Employee must perform his duties to the best of his ability, devoting his full time, attention and endeavors to promote the interests of the Company. The Employee may not have any other paid work without the written consent of the Company. Also, the Employee may not, without the written consent of the Company, have any unpaid work affecting his performance in any manner whatsoever or otherwise causing inconvenience to the Company.
The work entails the Employee to develop, implement and maintain various IT Systems related to the various projects and products of the Employer.

2. Place of Work

- 2.1. The place of work will be at the above mentioned address of the Company.

3. Hours of Work

- 3.1. The Employee's normal hours of work will be 37.5 hours a week, exclusive of lunch breaks.
- 3.2. Working overtime can occur, if required and acknowledges and accepts that from time to time his position may require overtime work be-yond regular working hours. No separate remuneration for overtime work will be paid.

4. Salary

- 4.1. During the internship the monthly fixed salary of the Employee will be SEK 24.000. The salary is paid backward, the last weekday in every month.
- 4.2. No Pension is paid
- 4.3. Renegotiation will extraordinarily happen in September 2016. Afterwards it will happen once a year in August and will have effect from the 1st of September.
- 4.4. No separate remuneration for overtime work will be payable.
- 4.5. Transportation from Malmö to Copenhagen is being paid by the Employer

5. Termination

- 5.1. The employment may be terminated by either party giving the notice pro-vided in the Danish Salaried Employees Act (*funktionærloven §2*).
- 5.2. The first 3 months of the employment is considered as a probationary period in which the employee and the company both can terminate the employment contract within 14 days of notice, any day. However, the termination of this notice must happen 2½ month at the latest after accession.

- 5.3. If the Employee has had an aggregate of 120 paid sickness days during a period of twelve consecutive months, the Employee's employment may be terminated by the Company with one month's notice to expire on the last day of any month, provided that such notice is given immediately upon expiry of the 120 sickness days and whilst the Employee is still sick, see section 5(2) of the Danish Salaried Employees Act.
- 5.3. Anyhow, the employment will terminate without notice on the last day of the month in which the Employee reaches the age of 70.

6. Holiday Entitlement

- 6.1. The Employee is entitled to be paid holiday in accordance with the Danish Holiday Act (*ferieloven*) in force from time to time.

7. Duty of Confidentiality, Documents

- 7.1. The Employee will be bound by a duty of confidentiality in respect of the Company's trade secrets, including without limitation any source codes and other it-data or knowledge, save for matters required to be disclosed to third parties. This duty of confidentiality will also apply after termination of the employment.
- 7.2. All written documents concerning the affairs of the Company such as business partners, price lists, calculations, etc., must be kept in a proper and confidential manner and must not be disclosed to any unauthorized third party. The same applies for any electronic data, including without limitation source codes and other it-data or knowledge.
- 7.3. The Parties agree that any violation of clauses [7.1](#) or [7.2](#) will constitute a material breach of this Contract of Employment, entitling the Company to terminate the employment with immediate effect.
- 7.4. Further, any violation of any violation of clauses [7.1](#) or [7.2](#) may be discouraged by a prohibitory injunction. In the event of violation, the Employee must pay compensation in accordance with the general rules of Danish law as well as an agreed penalty equivalent to 3 months' fixed salary, for each act of violation. If any such violation consists of a continuing act contrary to this covenant, one act of violation will be deemed to have occurred for each calendar month or part thereof in which the violation occurs. Payment of the agreed penalty and/or compensation will not terminate the Employee's obligations under clauses [7.1](#) or [7.2](#).

8. Return of Material

- 8.1. When the Employee actually leaves his position with the Company, however caused and whether before or after expiry of the notice period, any material and property belonging to the Company and in the possession of the Employee must be returned to the Company. The Employee is not entitled to exercise any lien on such material and property.

9. Other Provisions

- 9.1. The employment will be subject to the Danish Salaried Employees Act and the Danish Holiday Act
- 9.2. The Employment will not be subject to any collective agreement

For Rebel Penguin ApS:

Date:

Jonas Warrer Petersen

Date:

Jimmie Nyman