

# Commission Agreement

## (Salaried Staff)

The following agreement on the payment of commissions has been entered into on the present date between

the employer signing below:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Business License No. or  
Civil Reg. No.:

and the employee signing below:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Civil Registration No. \_\_\_\_\_

### § 1. Area to be covered

District: \_\_\_\_\_

Products: \_\_\_\_\_

### § 2. Commission rate

The commission has been agreed to comprise \_\_\_\_\_ % of the turnover.

### § 3. Acquisition of rights to commissions

The employee acquires a right to a commission when the employer has received an order and has not without undue delay rejected it. The employee has a right to commissions on all sales in the area, cf. section 1, as long as the agreement is in force. The employee is likewise entitled to commissions on orders that are effected after the expiration of the agreement when the order can be attributed to the work of the employee during the period of the agreement.

#### **§ 4. Lacking execution of orders**

The employee has a right to a commission even if the order is not executed if the lacking execution is due to circumstances that can be attributed to the employer. The employer must in a given case document that the lack of fulfilment is due to the customer's situation or delivery impediments outside the ability of the employer to affect.

If the customer's obligation to make payment is not fulfilled, the right to a commission is revoked. If the customer's obligation to make payment is fulfilled in part, the employee has a right to a commission proportionate thereto.

#### **§ 5. Due date**

The commission becomes due for payment at the end of the month after the month in which invoicing occurs.

#### **§ 6. Guaranteed minimum commission**

During the first 3 months of the employment relationship the employer will pay DKK \_\_\_\_\_ in a guaranteed minimum commission per month. Any possible deficit cannot be set off against later commission payments.

#### **§ 7. Holiday remuneration.**

During holidays, the employee will be paid an amount corresponding to what the employee, if he/she had not held a holiday, would have otherwise earned in commissions. The lost commissions shall on a monthly basis comprise at least the average of the commission payments for 12 prior months. If the employment relationship has been less than 12 months, the average will be computed on the basis of the prior commission payments that have been made so far.

#### **§ 8. Danish Act concerning Business Agents and Business Travel**

In general, reference is made to the provisions of the Danish Act concerning Commercial Agents and Commercial Travellers. The Danish Salaried Employees Act and the Danish Holiday Act are also applicable.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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Employer

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Employee