

To SIRI,

In relation to application with case numbers: [redacted] Name: [redacted]

As required by SIRI, we hereby send some further explanation about the content of the salary for the applicant in question.

In the employment contract, the hourly pay is stated as DKK 140.

This pay is the minimum hourly pay – paid for work performed on weekdays, within the limits of the normal number of work hours for each day and each week, and within the limits of day work (work between 6 a.m. and 6 p.m.).

The nature of the work in question (networks for mobile phones) requires a lot of work taking place outside normal working hours – in particular during nights. Work performed outside normal working hours is paid higher hourly rates – the rates depending on the exact time of the day/night and on weekday/weekend.

The work of all the technicians is planned, and will for all of them include work during daytime on weekdays as well as work during nights and other times outside normal working hours.

On this background, the monthly salary will be **DKK 26.400**.

In addition, each technician will – each month - be paid 6% of this salary (the DKK 26.400) as so-called "free choice". "Free choice" is part of the collective agreement between the union "Dansk Metal" and the employers' association "Dansk Industri". The "free choice" of 6% is DKK 1.584. The money is a compulsory payment – the choice is how the employee wants to spend the money, as it can be used for various purposes, like payment on public holidays on weekdays or for extra pension contributions.

Each technician will also be paid holiday allowance 12.5 % of the DKK 26.400 + DKK 1.584 = DKK 3.498. The holiday allowance will be paid to the employee every month (after withdrawal of tax, of course) – to the employee's bank account together with the salary and "free choice" – meaning that the holiday allowance will actually be paid to the employee in the same month as the holiday allowance is earned. The usual salary etc. (= equal to a monthly payment DKK 34.001) will also be paid, when the employee is on vacation. The company plans to close the activities for at one month during summer – but the employees will still be paid the usual payment.

Finally, the company (the employer) will pay pension contributions according to the collective agreement between "Dansk Metal" and "Dansk Industri". This contribution is 8% of salary + "free choice" + holiday allowance (DKK 26.400 + DKK 1.584 + DKK 3.498). These 8 % of DKK 31.482 is a pension contribution of DKK 2.519.

All this together makes up **DKK 34.001 per month**.

Yours sincerely

[redacted]  
Administration Coordinator

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