



Agreement between the (Secretary-General of the) International Association of Prosecutors {IAP} and the (Director of Public Prosecutions of the) Danish Prosecution Service to reimburse Janne Holst Hübner for her work as IAP Communication Manager, according to the Job Description of the IAP Communication Manager..

This agreement shall commence with effect from 1 January 2010 and will be reviewed after a period of 1 year and 3 years..

The agreement shall continue until terminated by either party giving to the other not less than 30 days written notice.

Salary: 20,000 EUR per year covering overtime work and disposal allowance. The salary will be paid monthly in arrears by bank transfer. The Danish Prosecution Service will finance the Communications Manager principal income..

Taxation: To be the responsibility of the Communication Manager according to the Danish Tax Rules.

Working Status: In accordance with the rules stated in the Danish "Employers' and Salaried Employees Legal Relationship Consolidation Act", up to 80% of normal working hours (37 hours per week) within the Danish Prosecution Service are to be spent on IAP related duties.

These duties include updating and maintaining websites and working with worldwide interest groups which can require intensive work for concentrated periods of time. Accordingly the Communication Manager's work requirements can occasionally involve working out of normal working hours and during the weekend. The IAP salary will cover any overtime.

Holidays and sickness leave: According to The Danish "Employers' and Salaried Employees Legal Relationship Consolidation Act". This leave will be reported to the Danish Prosecution Service and the Secretary-General of the IAP.

Travel expenses: The Danish Prosecution Service will cover expenses concerning IAP representation -as specified in job description.

The IAP Communication Manager will be answerable to the President, Secretary-General and the General Counsel of the IAP (and through them to the Executive Committee).

Signed

Henk Marquart Scholtz
Secretary-General IAP

Jørgen Steen Sørensen
Director of Public Prosecutions, Denmark