*PIhI*

**E. PIHL&SØN A.S** . Nybrovej 116, DK-2800 Kgs. Lyngby has acquisition and tendering activities in **USA** with reference to bidding and executing contract assignments in USA.

**Business Registration No. 33 03 71 12**

In that connection, the following are laid down based on the terms and conditions set out in the attached **GENERAL TERMS OF EMPLOYMENT F. 010699**

Salary No.: **30030**

**EMPLOYMENT CONTRACT**

File no.: **710200**

between E. PIHL & SØN A.S. and

Name: **Henrik Due Pedersen**

Position: **Civil engineer** /Employed as: **Engineer**

Address **Erik Eriksens Gade 12, 3. TH.**

**2300 Copenhagen S**

Date of birth/Social/Security No. **190276-1213**

Place of birth;

Telephone: **2894 7456**

Nationality: **Danish**

|  |  |
| --- | --- |
| Passport No.: - Issued by: - : . | Valid till: - |
| Marital status: **Unmarried** Name of spouse: - Telephone: - | |
| Next of kin - Name: **Lotte Jakobsen** Relationship: -  (Besides spouse) Address: **Erik Eriksens Gade 12, 3. TH., 2300 Copenhagen S** Telephone: **2273 0909** | |
| Employment date: **160505** Departure airport: **Copenhagen** Departure date: **160505**  Employment period before return journey payableby PIHL: **12** months or **6/12** months after last holiday trip. | |
| Registered in the national register: **Copenhagen**  Municipality. Tax exemption declaration: **Sought by Pihl**  Employed overseas immediately prior to the employment in (country): - from/to: - | |

Salary agreement:

Basic salary: **32,500** DKK/month

Contract bonus: . - DKK/month that will be paid provided that the employee does not terminate the contract before: -

Bank: **Basisbank dk**

Bank address: -

Regn.no.: **1671** Account no.:

Telephone: -

**0000875228**

Special agreements:

**Enclosed: Memorandum and insurance terms and conditions for posting insurance.**

By signing the Employment contract, the employee declares,

1. that he enters into the contract under the terms and conditions set down in it and

2. that he has received a copy of the Employment contract and of the General terms of employment F.010699 and that he is fully in agreement with these terms and conditions

3. that any promise or arrangement not specified in the Employee contract or in the General terms of employment F.010699

cannot be invoked.

Date: Date:



Signature of employee

pihl

**Employment by Pihl Inc., Boston**

**F.010699**

**Appendix 270505**

**Pending obtaining the work permit in the USA, the employees from E. Pihl & Søn A.S. will be posted overseas on Pihi's "usual" foreign contract, but with the special conditions below. When the work permit is obtained, an employment contract between the employee posted abroad and Pihl Inc. will be concluded**

**Appendix to**

**GENERAL TERMS OF EMPLOYMENT**

**Pihl Boston, USA**

The following amendments have been held applicable to the terms and conditions in connection with the aforesaid employment:

**§2.**  **Salary, paragraph 1 (c) and**

**§5** **Working hours and working conditions paragraph 1**

The normal working hours of the workplace are 8 hours per working day, 5 days a week.

**§2.**  **Salary, paragraph 2**

Personal taxes that may be charged to the employee in the United States are to the account of the employee.

**§3.** **Duration / notice period, paragraph 1**

Termination of the employment contract may take place only pursuant to the Danish Employee Act.

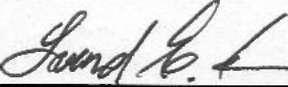
**§6.** **Holiday**

Holiday accrual will correspond to the rules applicable to work at Pihl in Denmark, ie. 5 weeks holiday per year as well as 5 holidays-days off.

**§9.** **Food and accommodation**

The employee will be provided with adequate housing including a reasonable range of furniture, household utensils, appliances, bed linen, towels, radio/tv and the like. The expenditure towards consumption of electricity, water and telephone is borne by Pihl, whereas the expenditure towards food and cleaning is chargeable to the employee.

Date: Date:



Signature of the employee for E. PIHL & S0N A.S.