





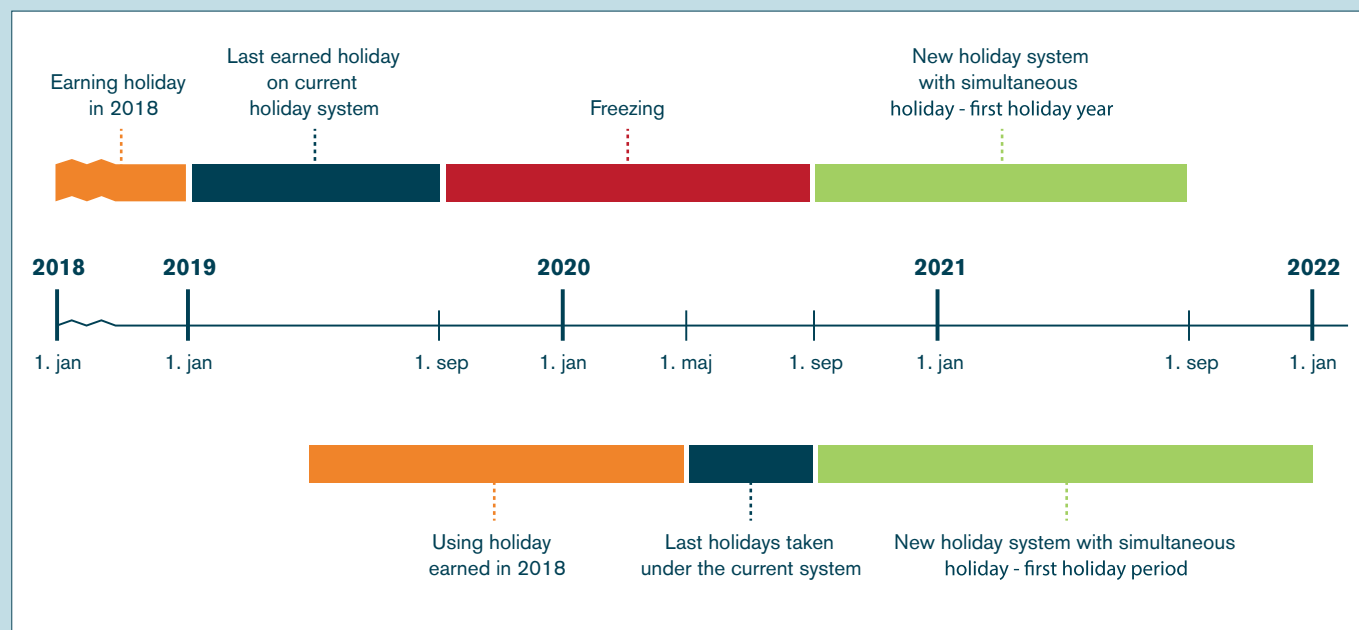
Learn what the Holiday Act is about in 10 minutes

 Staggered holidays	 Simultaneous holiday	 Transition period	 Freezing period
<p>You will earn holiday days in a calendar year and you can take the holiday the year after from 1 May.</p> <p>PLEASE NOTE! This holiday system will be halted on 31 August 2020.</p>	<p>Holidays and holiday days that you can take as you earn them.</p> <p>Here, there is a difference between a holiday year and the period wherein you can take the holiday.</p> <p>PLEASE NOTE! This holiday system will be in effect from 1 September 2020.</p>	<p>The period from 1 January 2019 to 31 August 2020 in which we stop using the old way of earning and taking holidays and get ready to transition to the simultaneous holiday system.</p>	<p>A period in the transition period where one-year's worth of holiday days is frozen for all employees. The period is from 1 September 2019 to 31 August 2020. The funds will be disbursed to you on the day that you reach the state retirement age.</p>

Interim arrangement

When we transition from the current holiday system with staggered holidays to one with simultaneous holidays, we need a transition period. Here are the dates you need to be aware of in the transition period:

- **From 1 January - 31 August 2019** we will earn holiday that can be taken from **1 May - 31 August 2020**.
- **From 1 September 2019 - 31 August 2020** we will accrue holiday that will be frozen.
- **On 1 September 2020** the new holiday system will enter into force – every month we will save 2.08 holiday days that can be taken in the following month.



Freezing holiday pay

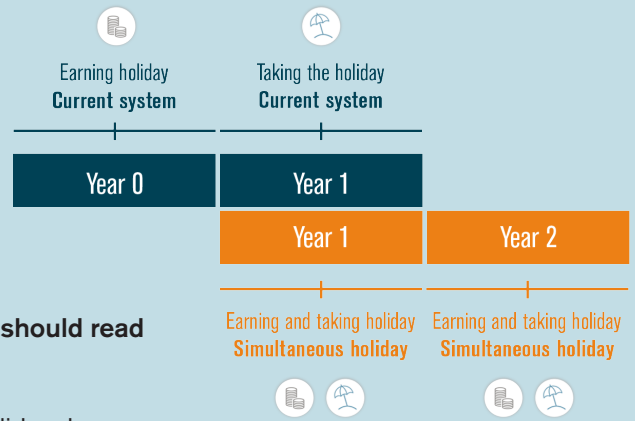
In order to avoid the situation wherein all workers would be entitled to take 2 x 25 holiday days, 25 of those will be withheld – or frozen – in a fund called Lønmodtagernes Feriemidler (a fund managing the holiday pay).

If you take paid holiday or if your holiday pay is paid out directly from your employer, this will have no impact on you.

However, if your holiday pay is disbursed by FerieKonto, you should read the following:



When your employer pays your frozen holiday days to FerieKonto, you will have to pay taxes on them. FerieKonto will pay the holiday pay to Lønmodtagernes Feriemidler who will disburse it to you when you reach the state retirement age. During the freezing period, you will thus need to pay taxes on the money that will only be disbursed to you once you reach the state retirement age.



Simultaneous holiday facts

Disbursement of holiday pay

You can take your holiday and receive your holiday pay as you earn it.

Holiday in advance

If you have not accrued enough days for your holiday, you may be able to make an agreement with your employer. The days will then be set off against future holiday.

Prevented from taking your holiday?

4 weeks will automatically be transferred to the next holiday period. The 5th week can be paid out.

Simultaneous holiday

The holiday system is designed based on the way we traditionally take our holidays in Denmark:



The autumn holiday is right at the end of the holiday year, but before the end of the holiday period, which runs to 31 December. See the figure below:

