

## COMPARATIVE TABLE

Country	Registration	Remuneration	Minors	Dispute settlement	Dual representation
<i>Argentina</i>	<p>Dual registration:</p> <ul style="list-style-type: none"> <li>- yearly registration per intermediary, and</li> <li>- per transaction.</li> </ul> <p>USD 500 (460 euros) (annual registration)</p> <p>USD 1000 (920 euros) (first registration)</p> <p>No Fee per transaction</p>	<p>AFA</p> <p>Regulations do not contain any recommendation or benchmark in this field.</p> <p>Parties are free to agree the amount of remuneration</p>	No remuneration.	<p>The AFA Dispute Resolution Body, although officially foreseen in the regulations, has not been established.</p> <p>According to the new provisions, it is not competent in cases where the parties have referred their disputes to ordinary courts.</p>	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written consent</li> </ul>
<i>Belgium</i>		<p>No cap but the following conditions apply:</p> <p><b><u>Flemish Region</u></b></p> <ul style="list-style-type: none"> <li>- The commission should be calculated on the basis of the estimated yearly total gross salary of the paid sportsman, for the total duration of the contract.</li> </ul> <p><b><u>Walloon Region</u></b></p> <ul style="list-style-type: none"> <li>- The remuneration is calculated on the basis of either a percentage of the total gross salary of the</li> </ul>		<p>The Belgian Court of Arbitration for sport may take on disputes related to players agents, if the parties so agree in the contract.</p> <p>The ordinary labour courts are competent over employment related disputes while ordinary civil courts have jurisdiction on civil and commercial issues concerning intermediaries.</p>	

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		<p>sportsman or as a lump sum.</p> <p><b><u>Brussels Region</u></b></p> <p>- The remuneration is calculated on the basis of either a percentage of the total gross salary of the sportsman or a lump sum.</p>			
<b>Brazil</b>	Yearly registration Fee: 500 euros	<p>The CBF <u>recommends</u> that</p> <p>A. For the signing of employment agreement:</p> <ul style="list-style-type: none"> <li>- should <b>not exceed 3%</b> of the player's basic gross income for the entire duration of the relevant employment contract</li> </ul> <p>B. For the signing of a transfer agreement:</p> <ul style="list-style-type: none"> <li>- should <b>not exceed 3%</b> of the transfer fee</li> </ul> <p><b>Lump sum</b> admitted</p>	No remuneration if the player is not a professional <u>and</u> under 18	The CBF Dispute Resolutions Committee is responsible for reviewing any breach of the provisions of the National Regulations on the Activities of Intermediaries.	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent
<b>Bulgaria</b>	Registration per year A. 250 BGN (127 euros)	B. The contractual remuneration to a football agent, employed by a player or coach, <u>shall not exceed 7%</u> of the gross	No remuneration	The Commission of football intermediaries of the Bulgarian Football Union deals with the disputes.  Its decision is	No

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		<p>yearly salary if player as a client (<b>mandatory</b>) a player or a coach and/or the transfer fee of the transaction.</p> <p>C. The remuneration to a football agent, employed by a club, is freely negotiated between the parties.</p>		subject to appeal before the Court of Arbitration at the Bulgarian Football Union.	
<b>Colombia</b>	<p><i>Double registration.</i></p> <p>A. For natural persons: five minimum wage salaries for the 2015 period. (Approx USD 1073) (986 euros)</p> <p>B. For legal entities: seven minimum wage salaries for the 2015 period. (Approx USD1.503) (1381 euros).</p>	<p>The CFF <u>recommends</u> that:</p> <p>For the signing of employment agreement: should <b>not exceed 3%</b> of the player's basic gross income for the entire duration of the relevant employment contract</p> <p>B. For the signing of a transfer agreement: should <b>not exceed 3%</b> of the transfer fee</p>	No remuneration	The Players' Status Committee of the Colombian Football Federation is competent to deal with intermediaries' matters.	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written consent</li> </ul>
<b>Croatia</b>	<p>Registration per transaction</p> <p>No registration fee</p>	<p>A. For the signing of employment agreement: <b>should not exceed 10%</b> of the basic and total income as established in the employment</p>	No remuneration	<p>The CFF Committee for Working with Intermediaries deals with any dispute related to technical or procedural matters.</p> <p>The CFF Court of Arbitration has no</p>	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written consent</li> </ul>

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		agreement  B. For the signing of a transfer agreement: <b>should not exceed 10%</b> of the transfer value		jurisdiction on Intermediaries	
<i>Cyprus</i>	Registration per transaction 100 euros per transaction	It is <u>mandatory</u> to pay: A. For an employment agreement: - <b>Max 3%</b> of the basic and total gross salary as established in the employment agreement  B. For a transfer agreement:  - <b>Max 3%</b> of the transfer value	No payment	1. National Dispute Resolution Chamber (NDRC), as per art 22(b) FIFA RSTP  or  2. Civil Court	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent
<i>Czech Republic</i>	Registration per year 100,000 CZK (roughly 3700 EUR).	<u><b>No limits to remuneration.</b></u> The CIR only states that the remuneration of an Intermediary acting on the player's behalf shall be calculated on the basis of the player's basic gross income for the entire duration of the contract. Clubs engaging an Intermediary remunerate him with lump sum agreed prior the transaction and payable if agreed, in instalments.	YES, if the minor is older than 16 years	The Arbitration Body of the Czech FA has jurisdiction on disputes between intermediaries and clubs/players	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent

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<b>Denmark</b>	<p>Dual registration:</p> <p>First registration fee: 670 Euro (5.000 DKK)- Renewal fee each year: 402 Euro (3.000 DKK)-</p> <p>Registration of representation contract: 201 Euro (1.500 DKK)</p>	<p>The DBU <u>recommends</u> that:</p> <p>A. For the signing of employment agreement: - should <b>not exceed 3%</b> of the player's basic gross income for duration of the contract</p> <p>B. For the signing of a transfer agreement: - should <b>not exceed 3%</b> of the 1 transfer fee paid</p>	No remuneration	<p>Disciplinary Disputes are within the competence of its internal disciplinary bodies in first, second and even third instance.</p> <p>Contractual disputes are within the jurisdiction of ordinary courts if no arbitration is agreed between the parties.</p>	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written consent</li> </ul>
<b>England</b>	<p>Registration per year</p> <p>The fee payable upon registration (whether for a natural or legal person) is £500 + VAT (695 euros + VAT) and each time the registration is renewed annually a renewal fee of £250 (+ VAT) (347 euros + VAT) will be payable.</p>	<p>The FA <u>recommends</u>:</p> <p>A. If an intermediary is engaged by a player, the remuneration should not exceed <b>3%</b> of the player's basic gross income for the duration of employment contract.</p> <p>B. If an intermediary is engaged by a club to conclude an employment contract with a player, remuneration should not exceed <b>3%</b> of the player's basic gross income for the duration of the contract.</p> <p>C. If an</p>	No remuneration	<p>Disputes involving intermediaries (for example between two or more intermediaries, or between an intermediary and a player or club), shall be resolved by arbitration</p> <p>Subject to the aforesaid arbitration stipulation, the parties are required to submit to the exclusive jurisdiction of the courts of England and Wales any matter which is not reserved to arbitration under the Rules of The FA.</p>	<p>YES, if parties:</p> <ul style="list-style-type: none"> <li>- are informed of the full details of the proposed arrangements</li> <li>- are given a reasonable opportunity to take independent legal advice</li> <li>- have given their written consent</li> </ul>

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		intermediary is engaged by a club in order to conclude a transfer agreement, the remuneration should not exceed 3% of the transfer compensation paid for the transfer of the player.			
<b>France</b>	<p><b>License full exercise:</b> License for unlimited period</p> <p>Fee: 400 € (change every year)</p> <p><b>License free establishment</b> only for EU and EEA people</p> <p>License for unlimited period</p> <p>Fee: 200 €</p> <p><b>License free exercise</b> only for EU and EEA people</p> <p>License for limited period: 1 year.</p> <p>No fee</p>	<p>A. For the signing of employment agreement: <b>10%</b> (shared if several agents) of the basic and total gross salary as established in the employment agreement</p> <p>B. For the signing of a transfer value: <b>10%</b> (shared if several agents) of the transfer value</p>	No remuneration	<p>A. Disciplinary disputes: First instance before the federal commission on sports agents. Appeal must first undergo a conciliation procedure before the CNOSF. Only afterwards they can be lodged before the Administrative Court.</p> <p>B. Employment and Economic Disputes : 1. Ordinary judge or 2. Sports or Ordinary Arbitration Panel, or Sole Arbitrator.</p>	No, prohibited by ordinary law (Code du Sport)
<b>Germany</b>	<p>Registration per transaction</p> <p>Pre-registration (per year) but still the intermediary</p>	<p>A. Player as a client in relation to his employment agreement: <b>14%</b> of the first year's gross base salary independent</p>	No remuneration <b>BUT</b> , after the intervention of an ordinary tribunal, intermediaries are entitled to	<p>A. Disciplinary disputes: They are under the jurisdiction of the DFB bodies.</p> <p>B. Contractual disputes:</p>	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written consent</li> </ul>

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	needs to be registered for each transaction  Registration Fee is EUR 500	from the factual contract term  B. Club as a client: <b>No strict limitation</b> ; this applies to employment and transfer agreements	remuneration if the minor is party of a Licensed Player contract (Bundesliga 1 and 2)	Civil courts or – if parties agree – arbitration bodies are competent bodies.	
<i>Greece</i>	Registration per transaction	A maximum of 3% <u>could</u> be charged with an indication that the National Federation will raise it to around 10%. Nevertheless, in view of the lack of any consequences, for remunerations exceeding this level, is not clear what exactly purposes serves the setting of a maximum percentage		The current Regulations do not include any provision for dispute settlement. Given the fact, that the previous Regulations, which provided for disputes to be resolved through the internal dispute resolution system of the National Federation are no longer in place, any dispute between an intermediary and a player or a club actually could be resolved either through the civil courts or , in case that the parties have agreed – through arbitration.	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent
<i>Italy</i>	Dual registration:  - per intermediary (500 euros)  - per transaction (150 euros)	As a way of <u>recommendation</u> , the remuneration of an intermediary should be as follows :  A. For the signing of employment agreement: <b>3%</b> of the basic and total gross	No specific provision. Nevertheless intermediaries cannot be remunerated for services provided to amateur players who often are minors	1. Sports or Ordinary Arbitration Panel, or Sole Arbitrator, or  2. Ordinary Judge	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent

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		<p>salary as established in the employment agreement</p> <p>B. For the signing of a transfer value: <b>3%</b> of the transfer value</p>			
<b>Japan</b>	<p>Double registration:</p> <p>- First registration 100,000 JPY (770 euros)</p> <p>- Annual Fee: 30,000 JPY (230 euros)</p> <p>No Fee per individual transaction</p>	<p>JFA <u>recommends</u>:</p> <p>A. For the signing of employment agreement: should <b>not exceed 3%</b> of the player's basic gross income for the entire duration of the relevant employment contract</p> <p>B. For the signing of a transfer agreement: should <b>not exceed 3%</b> of the eventual transfer fee paid</p>	<p>No remuneration. It is prohibited both to represent and to contact minors</p>	<p>1. Disciplinary matters: JFA Disciplinary Committee</p> <p>2. Contractual matters: JFA Arbitration Committee, or Ordinary Court</p>	<p>NO, even with written consent of the parties</p>
<b>Mexico</b>	<p>Per intermediary</p> <p>No registration fee, but fee in order to pass the exam and must be renewed every year</p>	<p>It is <u>recommended</u>:</p> <p>A. For the signing of employment agreement acting both on behalf of the player and the club:</p> <p>3% of the <b>annual</b> gross income of the player.</p> <p>B. For the</p>	<p>No remuneration</p>	<p>1. Conciliation and Resolution Chamber of the FMF, or</p> <p>2. Ordinary Judge</p>	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written consent</li> </ul>



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		<p>signing of a transfer value:</p> <p>3% of the transfer fee.</p>			
<i>Netherlands</i>	<p>Yearly Registration per intermediary. Fee: 450 euros, excl. 21%VAT)</p>	<p>A. For intermediaries representing a player:</p> <p><b>No strict limitation of remuneration.</b></p> <p>The calculation of the commission is to be made on the basis of <u>the agreed gross annual salary</u>, including a pro rata signing-on fee, excluding guaranteed or non-guaranteed premiums and/or bonuses of the player for the full term of the employment contract.</p> <p>B. For intermediaries representing a club:</p> <p><b>No strict limitation of remuneration.</b></p> <p>The intermediary shall be remunerated by payment of a <u>fixed amount</u> that is agreed upon prior to the negotiations on the conclusion of the employment contract or the transfer</p>	No Remuneration	<p>A. In respect of contractual matters, the Arbitration Committee of the KNVB is competent to the exclusion of civil courts.</p> <p>B. In respect of disciplinary violations, the disciplinary committees of the KNVB are competent.</p>	<p>Yes, subject to four preconditions. The player and the club must</p> <p>i) grant written permission to that end ii) prior to those negotiations and iii) document whether or not the intermediary is paid a fee on behalf of the player and/or club. The player and/or club must iv) submit the agreements and/or documents referred to in this paragraph to the KNVB within the scope of the registration referred to in article 6.1 of these regulations [i.e. together with the intermediary agreement].</p>

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		agreement. If a club and an intermediary have failed to reach an agreement about the amount of the fee payable to the intermediary, the club owes the intermediary an annual fee, for the full term of the player contract, of 3% of the gross annual salary agreed upon between the player and the club, including a pro rata signing-on fee, excluding guaranteed or non-guaranteed premiums and/or bonuses.			
<i>Paraguay</i>	Yearly registration per intermediary Fee: USD 2000 (1838 euros)	Obligation to pay 3 % of transfer fee or gross annual salary despite the fact that national ordinary law sets the limit to 10 % for intermediaries in general.	No remuneration		no federation provision but pursuant to ordinary law dual representation is not allowed
<i>Poland</i>	Yearly registration per intermediary	Same as FIFA, 3% as <u>recommendation</u> .		PZPN Football Arbitration Court	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent
<i>Portugal</i>	Registration with the Federation and	Intermediary and client (player or club) may freely	No representation of minors is	Conflict with client (player or club): a) If set	NO

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	<p>the League</p> <p>Registration per transaction or per sports season</p> <p>Registration fee (per transaction or per season): 1,000 euros</p>	<p>set, but in writing, the intermediary's remuneration; if the agreement does not address this issue, <u>the maximum limit imposed</u> on the parties is:</p> <p>a) For signing a sports employment agreement: 5% of the player's gross income for the period of duration of the employment agreement;</p> <p>b) For signing a transfer agreement: 5% of the transfer value</p>	<p>allowed.</p> <p>Therefore no remuneration</p>	<p>contractually, Ordinary Arbitration Panel or Sole Arbitrator, namely before the Portuguese Court of Arbitration for Sport (voluntary arbitration) or</p> <p>b) Ordinary Judge.</p> <p>Conflict with PFF: After using up all available remedies within PFF, Portuguese Court of Arbitration for Sport (necessary arbitration)</p>	
<b><i>Qatar</i></b>	<p>Yearly registration per Intermediary QAR 5,000 (1260 EUR) for Local and Foreign Intermediaries, QAR 10,000 (2520 EUR) for legal entities</p>	<p>Same as FIFA Regulations. In particular, as a <u>recommendation</u>, Players, Clubs and Intermediaries may adopt the following benchmark:</p> <p>a) The total amount of remuneration per transaction due to Intermediaries who have been engaged to act on a Player's behalf should not exceed three per cent (3%) of the Player's basic gross income for the entire duration of the relevant employment</p>	<p>No remuneration</p>	<p>Any judicial body/tribunal established or recognized by the QFA, shall be competent to deal with any disputes between an Intermediary, a Club and/or a Player. The competencies and procedures of such body/tribunal will be set out in the relevant regulations governing such body/tribunal. In any case, the QFA shall be entitled to mediate disputes arising of or related to the present Regulations.</p>	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written consent</li> </ul>

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		<p>contract;</p> <p>b) The total amount of remuneration per transaction due to intermediaries who have been engaged to act on a Club's behalf in order to conclude an employment contract with a Player should not exceed three per cent (3%) of the Player's eventual basic gross income for the entire duration of the relevant employment contract;</p> <p>c) The total amount of remuneration per transaction due to Intermediaries who have been engaged to act on a Club's behalf in order to conclude a transfer agreement should not exceed three per cent (3%) of the eventual transfer fee paid in connection with the relevant transfer of the Player.</p>			
<b>Romania</b>	Yearly registration per intermediary Fee: 1,500 euros	As a way of <u>recommendation</u> : A. For the signing of employment agreement:	No remuneration	National Chamber of Litigation Settlement of FRF	YES, if parties: - are informed of the full details of the

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		3% of the basic and total gross salary as established in the employment agreement  B. For the signing of a transfer agreement: 3% of the transfer value			proposed arrangements - are given a reasonable opportunity to take independent legal advice - have given their written consent
<i>Russia</i>	Per transaction No fee set in the Regulations	The parties <b>must pay 3%</b> from: - Transfer fee - Gross salary of the employment contract - The remaining gross value of the employment contract (in case the player leaves the club for free and the intermediary represents releasing club)	No remuneration	Sports arbitration court established by the autonomous noncommercial organization "Sports arbitration chamber" (Russia)  No appeal possible.	NO
<i>Saudi Arabia</i>	Dual registration:  -Per intermediary, and per transaction  - Annual fee 10,000 SAR (2450 euros)	A. The total amount of remuneration due to an intermediary who represents the <b>player</b> in negotiation <b>must not exceed 3%</b> of the total monthly income of the player for the entire duration of the player's employment contract.	No remuneration	The competent authority to hear the disputes between intermediaries, players and/or clubs in Saudi Arabia is Dispute Resolution Chamber at SAFF.	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent

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		<p>B. The total amount of remuneration due to an intermediary who represents a <b>club</b> in a negotiation of transfer or loan contract of player <b>must not exceed 3%</b> of the total monthly income of the player for the entire duration of the player's employment contract</p>			
<b>Serbia</b>	No registration fee	<p>FAS decided to establish a <u>maximum limit</u> for intermediary's remuneration:</p> <p>1. The total amount of remuneration per transaction due to intermediary who has been engaged to act on a player's behalf should not exceed three per cent (3%) of the player's basic gross income for the entire duration of the relevant employment contract.</p> <p>2. The total amount of remuneration per transaction due to intermediary who has been engaged to act</p>	No remuneration	Intermediaries, Players and Clubs must bring any potential dispute to Ordinary Courts.	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written consent</li> </ul>

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		<p>on a club's behalf in order to conclude an employment contract with a player should not exceed three per cent (3%) of the player's eventual basic gross income for the entire duration of the relevant employment contract.</p> <p>3. The total amount of remuneration per transaction due to intermediary who has been engaged to act on a club's behalf in order to conclude a transfer agreement should not exceed three per cent (3%) of the transfer value</p>			
<b>Slovak Republic</b>	Registration of an intermediary Fee: 100 euros	As a way of recommendation: amount is 3% of the gross basic remuneration of the player for the entire duration of player's contract, or for the clubs 3% of the transfer fee paid for the player.	Remuneration is allowed if player is aged between 15 and 18 years!	SFA Dispute Resolution Chamber	YES, if: - conflict of interest is disclosed in advance, and - parties' written consent is obtained in advance
<b>Spain</b>	Dual registration: -Yearly registration per intermediary Fee: 860 euros	No specific provision on cap	No remuneration	Jurisdictional Committee only for economic-disputes	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written

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	- per Transaction				consent
<i>Switzerland</i>	per transaction No fee	A. Player as a client: <b>5%</b> of the first year's gross base salary  B. Club as a client: <b>No limits</b> both in employment agreements and transfer agreements	No remuneration	1. Disciplinary matters: ASF Commission of Control and Discipline  2. Contractual matters: Court of Arbitration for Sport – CAS	YES, (although not specified in the ASF regulations) if both parties were fully aware of the intermediary's dual representation.
<i>Turkey</i>	Double registration: Yearly registration per intermediary, and per transaction	TFF refers to FIFA's <b>3% price cap recommendation</b> but the remuneration can be decided freely in accordance with the principles of ordinary law.	No remuneration. There is even an explicit provision prohibiting to sign a contract with a player under 15.	The National Dispute Resolution Committee will settle any dispute arising from contractual agreements.	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent
<i>UAE</i>	Double registration: Yearly registration per intermediary, and per transaction  Annual fee: 20, 000 AED (5000 euros)	A. For the signing of employment agreement: <b>Must not to exceed 3%</b> of the basic and total gross salary as established in the employment agreement  B. For the signing of a transfer agreement:  <b>Must not to exceed 3%</b> of the transfer value	No remuneration	The Players' Status & Transfer Committee (PSTC) is the competent body to hear any dispute between a club or player and a registered intermediary.	YES, if: - conflict of interest is disclosed in advance, and - prior to the parties' written consent



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<i>Ukraine</i>	<p>Dual registration -per transaction -preliminary registration:</p> <p>--<i>Permanent Intermediary</i> (who will pass an exam)</p> <p>No limits in time to act as intermediary Exam fee: UAH 20.000 (775 euros)</p> <p>--<i>Temporary Intermediary</i></p> <p>Permission to act as intermediary only for a specific transaction</p> <p>For negotiating with the club of Premier league (1-tier) it is UAH 150'000 (5812 euros), club of the first league (2-tier) – UAH 100'000 (3875 euros) and for the second league (3-tier) – UAH 50'000 (1937 euros).</p>	<p>A cap is established:</p> <p><b>a)</b> for the signing of employment agreement it is <b>10%</b> of the basic and total gross salary as established in the employment agreement;</p> <p><b>b)</b> for the signing of a transfer agreement <b>10%</b> of the transfer value.</p> <p>The parties may set a lower amount in the representation agreement, but anything agreed in excess of 10% will be considered invalid.</p>	No remuneration	<p>1. Control-Disciplinary Committee of the Football Federation of Ukraine (first instance) with a possibility of appeal to the Appeal Committee (second instance) and further to CAS (third instance); or</p> <p>2. Direct reference to CAS (within ordinary arbitration proceedings)</p> <p>If intermediary has failed to register a transaction at the FFU or to obtain the relevant permission from the FFU, he is not able to refer any disputes to the FFU.</p>	YES, provided that the consent of both parties is given in advance and in writing
<i>Uruguay</i>	<p>Yearly registration per intermediary Fee 1000 USD (920 euros) per natural</p>	<p>The Federation <u>recommends</u>:</p> <p>A. For the signing of employment agreement:</p>	No remuneration	Ordinary judge	<p>YES, if:</p> <ul style="list-style-type: none"> <li>- conflict of interest is disclosed in advance, and</li> <li>- prior to the parties' written</li> </ul>

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	person  2000 USD (1840 euros) per legal entity	should <b>not exceed 3%</b> of the player's basic gross income for the entire duration of the relevant employment contract  B. For the signing of a transfer agreement: should <b>not exceed 3%</b> of the eventual transfer fee paid			consent