

ANNEXE III

COMPARATIVE TABLE ON IMPLEMENTING MEASURES

Country	Registration	Remuneration from Club (C) or Player (P)	Remuneration Minors	Dispute settlement bodies	Dual representation
<i>Argentina</i>	Double registration: - per year USD 500 USD 1000 (first registration) - per transaction (no fee)	Freely agreed among the parties	No	The envisaged AFA Dispute Resolution Body has not been yet established. In any case, it is not competent whenever the parties go to ordinary courts.	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Austria</i>	Registration per transaction No registration fee	Recommended 3% of the player's basic gross income for the contract's duration Recommended 3% of the transfer fee.	No	The ÖFB Committee for Intermediaries assigns disciplinary disputes to the responsible Supervisory Committee	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Azerbaijan</i>	Registration - only for citizens of Azerbaijan - yearly license fee 1000 AZN (545 euros) - extension of license 500AZN	As for the P: 3% mandatory cap of the player's gross income for the contract's duration As for the C: 3% mandatory cap of gross income for the contract's duration or 3% of the transfer fee	No	AFFA Disciplinary Committee in first instance Disciplinary Chamber of the Arbitrator Tribunal of Appeals in second instance	
<i>Belgium</i>	Yearly registration fee: 500 euros	No cap, but recommended 3% of the total gross salary and transfer fee for the Flemish, Walloon, and Brussels Regions.	No	Belgian Court of Arbitration for Sport upon agreement among the parties Ordinary labour courts for employment related disputes Ordinary civil courts for civil and commercial issues	Yes

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<i>Brazil</i>	Yearly registration Fee: 500 euros	Recommended 3% of the player's basic gross income for the contract's duration Recommended 3% of the transfer fee. Lump sum admitted	No, if the minor is not a professional	CBF Dispute Resolutions Committee	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Bulgaria</i>	Registration per year 250 BGN (approx. 127 euros)	As for the P: mandatory 7% cap of the gross yearly salary or the transfer fee. As for the C: No cap.	No	BFU Commission of football intermediaries in first instance Court of Arbitration at the Bulgarian Football Union in appeal	No
<i>China</i>	Yearly registration Fee: 500RMB (approx. 70 euros) Bank guarantee: 200,000RMB for a Chinese applicant; 30,000 USD for a foreign applicant.	As for the P: 3% mandatory cap of the player's basic gross income for the contract's duration As for the C: 3% mandatory cap of the player's basic gross salary for the contract's duration or 3% of the transfer fee	Yes, but only if a player is between 16 to 18 years of age and he makes a living mainly from his football activities	CFA Arbitration Committee	No
<i>Colombia</i>	Double registration: A. For natural persons: five minimum salaries for the 2015 period. (986 euros) B. For legal entities: seven minimum wage salaries for the 2015 period (1380 euros)	- Recommended 3% of the player's basic gross income for the contract's duration -Recommended 3% of the transfer fee	No	Players' Status Committee of the Colombian Football	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent

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<i>Croatia</i>	Registration per transaction No fee	No specific provision on cap	No	CFF Committee for Working with Intermediaries for any dispute related to technical or procedural matters CFF Court of Arbitration has no jurisdiction on Intermediaries	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Cyprus</i>	Registration per transaction Fee:100 euros per transaction	Mandatory cap of 3% of the basic and total gross salary 3% of the transfer fee	No	National Dispute Resolution Chamber or Civil Court	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Czech Republic</i>	Registration per year 100,000 CZK (approx. 3700 EUR).	As for the P: No cap. Percentage of salary As of C: No cap, lump sum	Yes, if the minor is older than 16 years	FA Arbitration Body	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Denmark</i>	Dual registration: First registration fee: 670 Euro (5.000 DKK)- Renewal fee each year: 402 Euro (3.000 DKK) Registration of representation contract: 201 Euro (1.500 DKK)	- Recommended 3% of the player's basic gross income for contract's duration - Recommended 3% of the transfer fee	No	DBU disciplinary bodies for disciplinary disputes Arbitration (upon agreement of the parties) for contractual disputes, otherwise jurisdiction of ordinary courts	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent

Country	Registration	Remuneration from Club (C) or Player (P)	Remuneration Minors	Dispute settlement bodies	Dual representation
England	Registration per year Fee: £500 + VAT Renewal fee: £250 (+ VAT)	As for the P: recommended 3% of the player's basic gross income for the contract's duration As for the C: recommended 3% of the player's basic gross income for the contract's duration or 3% of the transfer fee	No	Disputes involving intermediaries shall be resolved by arbitration 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.	Yes, if parties: - are informed of the full details of the proposed arrangements - are given a reasonable opportunity to take independent legal advice - have given their written consent
France	<i>License</i> for unlimited period Fee: 400 Euro <i>"License free establishment"</i> for EU/EEA citizens for unlimited period Fee: 200 Euro <i>"License free exercise"</i> for EU/EEA citizens For 1 year. No fee <i>Non-EU nationals</i> : no license but only <i>"convention de presentation"</i> [presentation agreement] with an agent holding the French licence	10% cap (shared if several agents) of the basic and total gross salary as established in the employment agreement 10% cap (shared if several agents) of the transfer fee	No	A. Disciplinary disputes: First instance before the federal commission on sports agents. Appeals undergo a conciliation procedure before the CNOSF. Only afterwards they can be lodged before the Administrative Court. B. Employment and Economic Disputes: 1. Ordinary judge or 2. Sports or Ordinary Arbitration Panel, or Sole Arbitrator.	No, prohibited by ordinary law (Code du Sport)

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<i>Germany</i>	Dual registration: - Per year and -Per transaction Registration Fee is EUR 500	As for the P: 14% cap of the first year's gross base salary As for the C: No cap	No, unless the P has a Licensed Player contract (Bundesliga 1 and 2)	A. Disciplinary disputes: DFB bodies. B. Contractual disputes: Civil courts or arbitration bodies upon the parties' agreement	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Greece</i>	Registration per transaction	A maximum of 3% could be charged with an indication that the National Federation will raise it to around 10%.		No specific provisions. Civil courts or Arbitration bodies upon agreement of the parties	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Italy</i>	Double registration: - per year (500 euros) - per transaction (150 euros)	Recommended 3% of the basic and total gross salary Recommended 3% of the transfer fee	No specific provision	1. Sports or Ordinary Arbitration Panels, or Sole Arbitrator, or 2. Ordinary Judge	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Japan</i>	Double registration: - First registration 100,000 JPY (770 euros) - Annual Fee: 30,000 JPY (230 euros) No Fee per individual transaction	Recommended 3% of the player's basic gross income for the entire contract's duration Recommended 3% of the transfer fee	No. It is even prohibited both to represent and to contact minors	1. Disciplinary matters: JFA Disciplinary Committee 2. Contractual matters: JFA Arbitration Committee, or Ordinary Court	No, even with written consent of the parties
<i>Mexico</i>	Per intermediary No registration fee, but exam fee	Recommended 3% of the annual gross income of the player or recommended 3% of the transfer fee.	No	1. Conciliation and Resolution Chamber of the FMF, or 2. Ordinary Judge	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent

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<i>The Netherlands</i>	Yearly Registration per intermediary. Fee: 450 euros, excl. 21% VAT)	As for the P: No cap: percentage on agreed basic gross annual salary (bonus excluded) As for the C: No cap: fixed amount upon agreement of the parties. If no agreement: annual fee, for the full term of the player contract, of 3% of the basic gross annual salary	No	KNVB Arbitration Committee for contractual issues to the exclusion of civil courts KNVB disciplinary Committee for disciplinary issues	Yes, subject to conditions. P & C must give advanced written permission and specify who pays the fee. They also need to submit all the relevant documentation to the Federation.
<i>Paraguay</i>	Yearly registration per intermediary Fee: USD 2000 (1838 euros)	Mandatory 3% cap of transfer fee or gross annual salary although ordinary law sets the limit to 10 % for intermediaries in general.	No	Ordinary judges or Arbitration Panels	No, prohibited by ordinary law.
<i>Poland</i>	Yearly registration	Consistent with the FIFA regulations, recommended 3% of transfer fee or gross annual salary		PZPN Football Arbitration Court	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Portugal</i>	Registration with the Federation and the League if club in league 1 and 2 Registration per transaction or alternatively per sports season Registration fee (per transaction or per season): 1,000 euros	Unless otherwise agreed among P & C, 5 % cap on player's gross income for the contract's duration or 5% of the transfer fee	No representation is allowed. Therefore no Remuneration	Conflict with P or C a) Arbitration if set contractually (voluntary arbitration), or b) Ordinary Judge. Conflict with PFF: After using up all available remedies within PFF, Portuguese Court of Arbitration for Sport (necessary arbitration)	No

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<i>Qatar</i>	Yearly registration Fee: QAR 5,000 (1260 EUR) per natural persons QAR 10,000 (2520 EUR) per legal entities	As for P & C: Recommended 3% of the Player's basic gross income for the contract's duration and 3 % of transfer fee	No	QFA established or recognized judicial bodies	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Romania</i>	Yearly registration per intermediary Fee: 1,500 euros	Recommended 3% of the basic and total gross salary and 3% of the transfer value	No	FRF National Chamber of Litigation Settlement	Yes, if parties: - are informed of the full details of the proposed arrangements - are given a reasonable opportunity to take independent legal advice - have given their written consent
<i>Russia</i>	Per transaction No fee	3% mandatory Cap of transfer fee and gross salary of the employment contract	No	Sports Arbitration Court established by the "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. As for the P: 3% Cap of the total monthly income of the contract's duration. B. As for the C: 3% cap of the total income of the player for the contract's duration	No	SAAF Dispute Resolution Chamber	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent

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<i>Serbia</i>	No registration fee	As for the P & C: 8% of the player's basic gross income for the contract's duration and 8 % of the transfer fee	No remuneration	Ordinary Courts.	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Slovak Republic</i>	Registration per year Fee: 100 euros	3% recommended CAP of the gross basic remuneration of the player for the entire contract's duration 3% of the transfer fee	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
<i>South Africa</i>	Registration per transaction	Remuneration up to 10% of the Player's contract if upon agreement among the parties. Otherwise 3 % would apply.	No	SAFA Arbitration bodies according to disciplinary code	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Spain</i>	Dual registration: - Per year Fee: 860 euros - per transaction	No specific provision on cap	No	Jurisdictional Committee only for economic-disputes	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
<i>Switzerland</i>	Per transaction No fee	As for the P: 5% of the first year's gross base salary As for the C: No cap both in employment agreements and transfer agreements	No	Disciplinary matters: ASF Commission of Control and Discipline 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: Per year and per transaction	Recommended 3% cap but parties can decide otherwise in accordance with ordinary law.	No. Explicit prohibition to sign a contract with a player under 15.	National Dispute Resolution Committee	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent

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Ukraine	<p>Double registration -per transaction -per year:</p> <p>- <i>Permanent Intermediary</i> (no limitation in time)</p> <p>Exam fee: UAH 20.000 (720 euros)</p> <p>- <i>Temporary Intermediary</i> (only for a specific transaction) Fees vary from 1800 euros to 5400 euros depending on the category of the relevant Club</p>	<p>10% cap of the basic and total gross salary; 10% cap of the transfer value.</p>	No	<p>1.FFU Disciplinary Committee, FFU Appeal Committee, 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
UAE	<p>Double registration: Per year and per transaction</p> <p>Annual fee: 20,000 AED (5000 euros)</p>	<p>Mandatory 3% cap of the basic and total gross salary</p> <p>Mandatory 3% cap of the transfer fee</p>	No	UAEFA Players' Status & Transfer Committee (PSTC)	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
Uruguay	<p>Yearly registration Fee 1000 USD per natural person</p> <p>2000 USD per legal entity</p>	<p>Recommended 3% of the player's basic gross income for the contract's duration</p> <p>Recommended 3% of the transfer fee</p>	No	Ordinary judge	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent
USA	Initial registration fee of \$400 USD, then an annual fee of \$50 USD.	Consistent with the FIFA Regulations: recommended 3% cap	No	Mandatory arbitration by American Arbitration Association (AAA).	Yes, if: - conflict of interest is disclosed in advance, and - upon the parties' written consent