
Employment Promise Contract

This Employment Promise Contract ("Contract") is made on [Date], between:

[Employer's Name], having its registered office at [Employer's Address], referred to as the "Employer,"

and

[Candidate's Name], residing at [Candidate's Address], referred to as the "Candidate."

Collectively referred to as the "Parties."

1. PROMISE OF EMPLOYMENT

1.1 Position Offered: The Employer offers a promise of employment for the position of [Position Title].

1.2 Expected Start Date: Employment is anticipated to commence on [Start Date], contingent upon fulfillment of all conditions outlined in this Contract.

1.3 Nature of Offer: This promise of employment is based on initial discussions and mutual agreement of terms, subject to verification and formal acceptance by the Candidate.

2. CONDITIONS FOR EMPLOYMENT

2.1 Background Verification: The offer is contingent upon successful completion of background checks, reference verifications, and confirmation of qualifications.

2.2 Work Authorization: The Candidate must provide valid proof of eligibility to work in [Country/State/Region] before the start date.

2.3 Medical Examination: The Candidate may be required to undergo a pre-employment medical examination. Employment will proceed only upon receipt of a satisfactory medical report.

2.4 Completion of Training: The Candidate must complete any required training or

certification courses before commencing the role, or within the stipulated period as specified by the Employer.

2.5 Acceptance of Terms: The Candidate must formally accept the offer by signing the offer letter and returning it to the Employer by [Deadline Date].

3. COMPENSATION AND BENEFITS

3.1 Proposed Salary: The Candidate will receive a salary of [Amount] per [Month/Year], effective from the commencement of employment. This salary is subject to statutory deductions like taxes and social contributions.

3.2 Benefits Package: The Candidate will be entitled to [List of Benefits, such as health insurance, retirement plans, paid leave, etc.] upon successful onboarding.

3.3 Performance Bonus: The Candidate may be eligible for performance-based bonuses, subject to the Employer's policies and performance reviews.

4. DUTIES AND RESPONSIBILITIES

4.1 Job Description: The Candidate will be required to fulfill the duties and responsibilities outlined in the job description provided.

4.2 Changes in Role: The Employer reserves the right to modify job duties based on business needs, and the Candidate will be expected to adapt accordingly.

4.3 Location: The Candidate will primarily work at [Location], with the possibility of remote work or travel, depending on job requirements.

5. TERMINATION OF PROMISE

5.1 Non-fulfillment of Conditions: If the Candidate fails to meet any of the conditions outlined in this Contract, the Employer reserves the right to rescind this employment promise without any obligation or liability.

5.2 Withdrawal by Candidate: The Candidate has the right to withdraw acceptance by providing written notice to the Employer before the commencement date.

5.3 No Guarantee of Employment: While this Contract outlines a promise of employment, it is not a final employment agreement and does not guarantee the start of employment until all conditions are satisfied.

6. GOVERNING LAW AND DISPUTE RESOLUTION

6.1 **Governing Law:** This Contract will be governed by the laws of [Jurisdiction/Country].

6.2 **Dispute Resolution:** Any disputes arising from this Contract shall be resolved through [Mediation/Arbitration], with the proceedings taking place in [Location].

IN WITNESS WHEREOF, the Parties have executed this Employment Promise Contract as of the date first above written.

[Employer's Signature]

Name: _____

Title: _____

Date: _____

[Candidate's Signature]

Name: _____

Date: _____