



### 新员工录用条件确认书

新员工姓名		身份证号	
职位		入职日期	
以下视为不符合录用条件	<div>1) 不符合招聘时公布的招聘条件的;</div> <div>2) 向公司提供了虚假信息的, 如身份证明、学历证书、资格证书、年龄、工作经历等;</div> <div>3) 隐瞒身体重大疾病或缺陷;</div> <div>4) 隐瞒受过法律处罚或者纪律处分的事实;</div> <div>5) 不具备政府规定的就业手续;</div> <div>6) 无法提供办理录用、社会保险等所需证明材料。</div> <div>7) 与其他单位未依法解除、终止劳动关系的;与其他单位有未了结的诉讼或仲裁等纠纷的;与其他单位有竞业禁止约束且在限制范围内的, 或者在其他单位担任董事、监事、股东、高级管理人员;</div> <div>8) 通缉在案或者监视居住的;</div> <div>9) 试用期内给予书面警告两次, 或考核不通过的(包括但不限于interview++考核);</div> <div>10)违反公司规章制度(包括但不限于保密及信息安全相关制度)的其他情形。</div>		
承诺及签字			

本人知悉并充分理解以上录用条件的含义，在此确认并郑重承诺，如果达不到录用条件，本人愿意接受公司解聘的结果。

另外，鉴于本人无法提供原单位离职证明，特此承诺：本人已与原单位解除劳动关系、无劳动或其它任何形式的纠纷，如承诺不实给 **ThoughtWorks** 及其关联公司带来任何损失的，所有责任将由本人承担。

新员工签字：

日期：

## Employment Confirmation

Employee Name		ID Number	
Position		On-board Date	
A candidate is not qualified if he/she	<ol style="list-style-type: none"> <li>1) Fails to meet the specified entry requirements;</li> <li>2) Provides false information such as false proof of identification, false academic certificate, false qualification certificate, false age, and false work experience;</li> <li>3) Conceals major illnesses or defects; fails to perform the probation work for 15 days or more during the probation period due to illness or non-work-related injury;</li> <li>4) Conceals the fact of having been subject to any legal punishment or disciplinary actions;</li> <li>5) Fails to complete the employment procedure as stipulated by the government;</li> <li>6) Fails to provide the required supporting materials for handling procedures of employment and social insurance;</li> <li>7) Fails to end the labor relationship with the former employer; is involved in litigation, arbitration or other disputes; is subject to a non-competition clause signed with the former employer; serves as a director, supervisor, shareholder, or senior management in other companies;</li> <li>8) Is listed as wanted or under residential surveillance;</li> <li>9) Receives written warnings twice during the probation period or fails to pass the probation period (including but not limited to interview + appraisal);</li> <li>10) Violates any other provisions of the company regulation (including but not limited to confidentiality and information security-related systems).</li> </ol>		

Statement of commitment
<p>I fully understand the meaning of the above employment conditions, and hereby certify and solemnly promise that I am willing to accept the result of being dismissed by the company if I fail to satisfy these employment conditions.</p> <p>In addition, considering that I am unable to provide an employment separation certificate issued by the former employer, I hereby promise that I have terminated the labor relationship with the former employer and have no labor dispute or any other form of disputes. If ThoughtWorks and its affiliated companies suffer from any loss due to my false commitment, I am willing to bear all responsibilities.</p> <p>Signature:</p> <p>Date:</p>